

TEAMSTER



UPS Members Deliver
New Contract Addresses Pensions, Health Care



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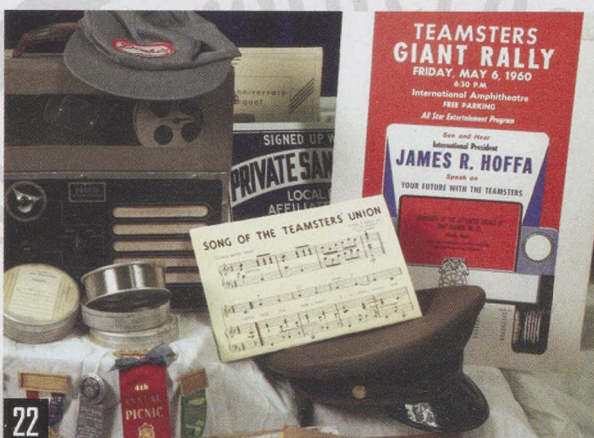
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International Brotherhood of Teamsters
25 Louisiana Avenue, NW,
Washington, DC 20001-2198
202-624-6800

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A MESSAGE FROM THE GENERAL PRESIDENT

Getting It Done, Together

In June 2006, during the 27th International Convention, we announced a major victory by reporting that UPS had agreed to our demand to come to the bargaining table to begin early negotiations for the 2008 contract.

Our strategy and planning paid off when we arrived at the table a short time later, allowing us to get a jump-start on negotiating a contract that addressed our concerns about pensions and health care. UPS members recently took the final step by overwhelmingly ratifying the five-year national agreement, which included unprecedented health, welfare and pension contributions by the company.

Team Effort

This truly has been a team effort the past 18 months. We knew that we needed to bargain early because we couldn't afford to wait to address our members' concerns about pensions and health-care benefits.

UPS Teamsters did their part by remaining united and supporting our union's negotiators. We stood by each other as we made it clear to the company that we would not settle for any contract that did not address our concerns.

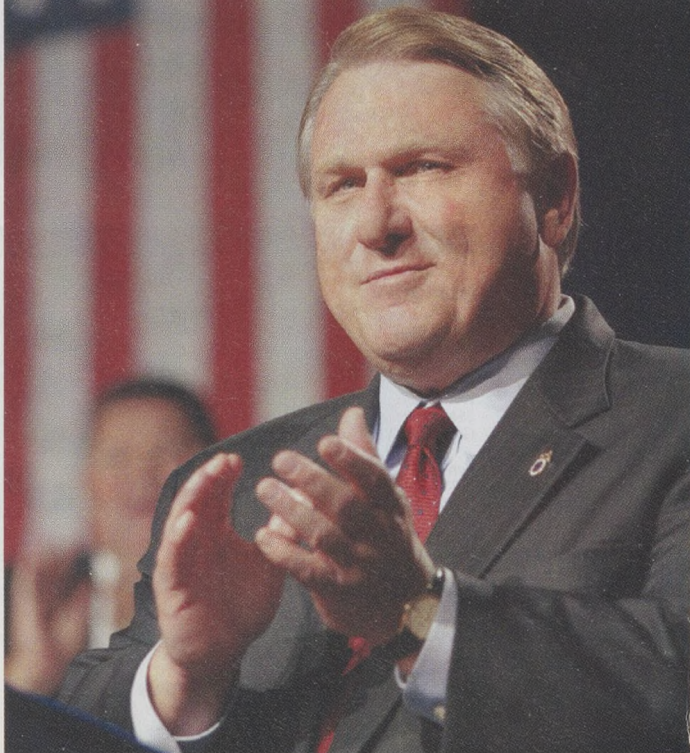
So, as we begin 2008, steps have already been made dealing with pension issues, and most of the new contract's provisions will take effect on August 1. Our goal of reaching a tentative agreement by October 1, 2007 was important because we wanted the contract ratified by the end of 2007, before new pension rules took effect January 1, 2008. I would like to congratulate Ken Hall and the entire National UPS Negotiating Committee for a job well done. They remained focused on addressing your concerns about pensions, health care and other key issues.

UPS Freight

Now we are focusing on organizing UPS Freight terminals across the country after UPS Freight workers in Indianapolis ratified their contract 107-1. We will make sure that workers at UPS Freight have the same strong voice, protections and working conditions that our members at UPS enjoy.

The UPS Freight campaign will also take a team effort, and our UPS Teamsters have already showed their commitment by talking to UPS Freight workers about the benefits of union membership. As the UPS Freight campaign rolls into 2008, let's continue our winning momentum.

James P. Hoffa



Sweet Relief

Terminated FedEx Ground Drivers Win \$253,000 Settlement

Four former and one current driver for FedEx Ground in Northboro, Massachusetts received shares of a \$253,000 settlement from the company in connection to a series of unfair labor charges brought by the National Labor Relations Board (NLRB). Union leaders from Local 170 in Worcester, Massachusetts were instrumental in ensuring that FedEx Home Delivery

would be held accountable for their actions during a 2005-06 organizing drive.

The five drivers all worked at the Northboro, Massachusetts Home Delivery terminal and were union supporters during the organizing drive by Local 170. Following a ruling by the NLRB that the drivers at the Northboro facility were employees, the board scheduled an election for January

2006. FedEx Home Delivery then illegally harassed, intimidated and terminated the four former drivers to prevent a legal union election.

The NLRB charged FedEx in a June 2007 consolidated complaint with numerous unfair labor practice charges for the illegal acts. The October 25 settlement of \$253,000 between and the drivers the company came out of the NLRB charges. The NLRB also ordered an election at Northboro for February 1, 2008.

"The Teamsters have stuck by these workers and the five drivers at least got some degree of justice," said Mike Hogan, Local 170 Secretary-Treasurer. "The Northboro drivers have seen the worst that FedEx can throw at them, and in the end the workers will have their vote to take control of their lives and their future."

Against the Wall

The organizing effort at the Northboro facility was one of the first locations in the nation where the employee status of the drivers within the FedEx Home Delivery system was debated. The drivers gave sworn testimony to the NLRB that FedEx Home Delivery

controlled their daily work like employees but called them "independent contractors."

"We backed the company right against the wall because we stood up to management and had all the answers when it came to their anti-union meetings," said driver Richard Lacina. "FedEx paid me thousands of dollars because they violated my rights and I am still employed as a driver. This shows everybody the power of the Teamsters Union and what it can do for you."

"FedEx has delayed this process long enough and the Northboro drivers will get their right to vote," said Jim Hoffa, Teamsters General President. "I'm outraged at FedEx's treatment of these workers. This small amount of compensation is not enough to undo the damage that FedEx has done to their lives."

FedEx Home Delivery drivers at three facilities in Wilmington, Massachusetts and Windsor, Connecticut already voted for Teamster representation in 2006 and 2007. FedEx ignored NLRB orders to bargain and appealed previous NLRB rulings to the U.S. Court of Appeal District of Columbia Circuit.



GENERAL EXECUTIVE BOARD

James P. Hoffa
General President
25 Louisiana Ave. N.W.
Washington, D.C. 20001

C. Thomas Keegel
General Secretary-Treasurer
25 Louisiana Ave. N.W.
Washington, D.C. 20001

VICE PRESIDENTS AT-LARGE
Randy Cammack
845 Oak Park Road
Covina, CA 91724

Fred Gegare
1546 Main Street
Green Bay, WI 54302

Ken Hall
267 Staunton Ave. S.W.
South Charleston, WV 25303

Carroll E. Haynes
50 Calhoun Avenue
New Rochelle, NY 10801

Fredrick P. Potter Jr.
3400 Highway 35
Executive Plaza, Suite 7
Hazlet, NJ 07730

Fred Simpson
20300 Civic Center Dr.
Suite 320
Southfield, MI 48076-4169

George Tedeschi
1900 L Street N.W.
Washington, D.C. 20036-5080

TEAMSTERS CANADA
Robert Bouvier
President
Teamsters Canada
2540 Daniel Johnson
Suite 804
Laval, Quebec
Canada H7T 2S3

Tom Fraser
1890 Meyerside Drive
Mississauga, Ontario
Canada L5T 1B4

Don McGill
490 E. Broadway
Vancouver, B.C.
Canada V5T 1X3

CENTRAL REGION
John T. Coli
5940 W. Montrose Ave.
Chicago, IL 60634

Patrick W. Flynn
4217 South Halsted St.
Chicago, IL 60609

Cheryl Johnson
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Walter A. Lytle
2644 Cass Street
Fort Wayne, IN 46808

Gordon Sweeton
1601 Maiden Lane
Joplin, MO 64802

EASTERN REGION
Jack Cipriani
P.O. Box 35405
Greensboro, NC 27425

Daniel J. Kane Sr.
1308 Pierce Street
Rahway, NJ 07065

John Murphy
348 D Street
Boston, MA 02127

SOUTHERN REGION
Tyson Johnson
1007 Jonelle Street
Dallas, TX 75217

Ken Wood
5818 E. MLK Jr. Blvd.
Tampa, FL 33619

WESTERN REGION
J. Allen Hobart
14675 Interurban Ave. S.
Suite 301
Tukwila, WA 98168

Chuck Mack
P.O. Box 2270
Oakland, CA 94621

Jim Santangelo
818 S. Oak Park Road
Covina, CA 91724

TRUSTEES
Ferline Buie
2120 Bladensburg
Rd. N.E.
Washington, D.C. 20001

Frank Gallegos
207 North Sanborn
Salinas, CA 93905

Henry B. Perry Jr.
976 E. Brooks Ave.
Memphis, TN 38118

IRS Slams FedEx

Company Slapped With \$319 Million Fine

FedEx Corp. was delivered a big lump of coal three days before Christmas Day by the Internal Revenue Service, which slammed the company with a \$319 million fine and penalties over its illegal independent contractor model.

The IRS determined that FedEx Ground workers were indeed employees, a fact long asserted by the Teamsters Union.

"What a great Christmas gift to FedEx Ground workers who have suffered under FedEx's illegal independent contractor scam," said Jim Hoffa, Teamsters General President. "It's a fundamental fact that FedEx has been skirting the law, and the Teamsters welcome the IRS decision."

The news capped a difficult week for the anti-union company. Just days before the IRS announcement, the Massachusetts Attorney General cited FedEx Ground for intentionally misclassifying pickup and delivery drivers as independent contractors rather than employees. This follows a decision in November by the California Supreme Court, which refused to review an appeals court ruling that single route drivers in the state were misclassified. FedEx publicly acknowledged that regulatory and legal challenges on misclassification could hurt its stock price.

"It's game over for FedEx's independent contractor scam," Hoffa said.

Illegal Practices

Since the \$319 million fine only covers 2002, FedEx could face additional penalties totaling over a billion dollars after the IRS completes its investigation into the company's illegal employment practices that continue to this day.

In Massachusetts, Attorney General Martha Coakley cited FedEx Ground for intentionally misclassifying 13 pickup and delivery drivers as independent contractors rather than employees.

Coakley also fined FedEx Ground \$190,000 in penalties and ordered the company to fix the employment status and pay the 13 drivers restitution. There are more than 400 drivers for FedEx Ground in Massachusetts, and the AG's office released a press statement saying the investigation is ongoing.

The AG's office began investigating FedEx this summer after receiving a driver's complaint over his employment classification.

"I applaud the just actions taken by Massachusetts Attorney General Martha Coakley in targeting the scofflaw FedEx Ground," Hoffa said. "FedEx Ground has for too long passed unnoticed as it calls its drivers 'independent' but illegally controls them like employees. But FedEx Ground is running out of places to hide. This action in Massachusetts is another nail in the coffin of FedEx's illegal business model."



"It's a fundamental fact that FedEx has been skirting the law, and the Teamsters welcome the IRS decision."

— JIM HOFFA, TEAMSTERS GENERAL PRESIDENT

Clowning For A Cause

Texas Teamsters Raise Money for Charity

A small group of retired and active Teamsters in Texas have been performing as clowns for several years and, in the process, raising money for children in need of medical care.

One of their members, Odell Kolaczowski, is gravely ill and his friends want him recognized as someone who has made a difference in the lives of many people, particularly young burn victims who they helped raise money for.

"He's a good man. A good Teamster," said Weldon Stockton of Kolaczowski. The two worked together as road drivers at Yellow Freight and, like the other members of the troupe, are retired or active

members of Dallas-based Local 745. "He's definitely a driving force in our group."

Big Hearts

The group raises money by performing at various functions and events, including skits during the intermission of Dallas Stars NHL hockey games and performing at the Texas State Fair, the largest state fair in the country. The group has won several regional and even national titles through Shrine Clown Associations nationwide.

"People know us as Teamsters as well as Shrine clowns. It's important that people know that Teamsters have



hearts just like anybody else. We all work hard to raise money for these kids," said Don Henson, another member of the clown troupe and currently the First Vice President of the Texas Shrine Clown Association. Henson is a dock

worker with Yellow Freight.

"We got involved in doing this to show that there's more to Teamsters than just working on a dock or driving a truck," Stockton said. "Teamsters are involved in the community and do a lot of good."

In Memoriam

Teamsters Mourn the Loss of International Representative Max Strain

Max Strain, an International Representative for the Building Material and Construction Trade Division and business agent for Local 135 in Indianapolis, died in a car accident with his wife, Joyce, in November.

"He did a great job taking care of construction members in Indiana," said Richard Stern, Director of the Building Material and Construction Trade Division. "This is a great loss to the members and

to the International Union."

Strain, 59, had been a member of the Teamsters Union for more than 35 years, and had been a business agent since 1980. He started out as a business agent with Local 144 in Terre Haute before they merged with Local 135. In 2002, General President Jim Hoffa appointed him as an International Representative, citing his extensive knowledge of the construction industry.

"People called him Honest Max. Everybody loved him. He was just a good ol' country boy," said Lewis Smith, an International Representative who had known Strain and his wife since 1976. "Joyce was a Special Ed teacher and she was also a really great person."

"Max was a good guy, a family man, and a strong Teamster," said Brian Buhle, Secretary-Treasurer of Local 135. "He's going to be sorely missed."



A+ Future

School District Employees Secure Retirement

John Buff has worked for 18 years with the Highline School District in Burien, Washington. The building maintenance employee is looking forward to a secure retirement, thanks to a recent vote to participate in the Teamsters pension plan.

"The Teamsters have shown us, and continue to show us, that we made the right decision," said Buff, who made the initial call to the Teamsters to organize in 2004.

The 400 school district employees, who are members of Local 763 in Tukwila, Washington, recently ratified their second three-year Teamster contract. In the contract, the district agreed to pension-enabling language that would allow the bargaining unit to participate in the Western Conference of Teamsters Pension Trust. An overwhelming 90 percent of employees who voted chose participation in the Teamsters pension plan. Among other incentives, the plan boasts a generous 2-for-1

credit, which means participants can earn up to 10 years of past service credits and five years contributed credits after only five years of plan participation. This is the equivalent of 15 years of credit for only five.

Improved Benefits

Under the leadership of Trustees like Al Hobart, International Vice President and Joint Council 28 President, the plan continues to grow, and in the last couple of years has increased and improved benefits to participants.

"Any time we can improve the retirement package, it's a great opportunity for further protection for the workers in their retirement planning. Our members are excited," Hobart said.

"Our members made a smart decision to choose the Western Conference pension plan," said Jason Powell, a business agent with Local 763. "Our local gave a comprehensive explanation of the plan,

and the decision for contribution rates was based on what was appropriate financially for each classification."

The workers are in several different departments, including, transportation, vehicle maintenance, building maintenance, grounds maintenance, custodial service, nutritional service, warehouse and delivery. The Trust agreed that each classification of employees could have its own unique contribution rate, which comes from a payroll diversion on a pretax basis. The workers are already required to participate in a retirement system for school employees, but the Teamsters pension plan is a welcome addition to this retirement.

"One of the reasons we looked into the Teamsters was for better representation and contracts, and we've gotten that, plus now we've got a great pension," Buff said. "I believe the younger people are going to get more out of the Teamsters plan than through the state sys-

tem. The Teamsters pension is going to allow the bulk of us to retire with dignity."

Unlikely Supporters

There are some unlikely proponents of the Teamsters pension plan who work for the school district. Carole Klein is a bus driver and a 21-year district employee. Klein was initially against the drive to organize with the Teamsters in 2004. She is now happy to be a Teamster.

"The Teamsters have done good," Klein said. "Since we've become Teamsters we've gotten more holidays and better pay. I plan to retire in a few years and the pension will help me, but it will help those just coming in the most. It's a good pension."

Local 763 also represents an additional 600 educational and administrative support staff with the Highline School District and hopes to obtain the same pension language with this group in bargaining a future contract.

On The Road

Pennsylvania Turnpike Members Secure Jobs, Health Care Coverage

In a double victory, 1,930 members of Local 77 in Ft. Washington, Pennsylvania and Local 250 in Pittsburgh overwhelmingly ratified two contracts with the Pennsylvania Turnpike Commission. Ratified on October 25, the four-year agreements raise wages, maintain health care coverage and strongly improve job-protection language in the case of a sale or lease of the turnpike.

"Job security was a big deal," said Ron George, a maintenance person and

Local 77 member. "Earlier in the year the governor tried to subcontract the turnpike and we successfully fought that. In this contract we got successor language so if the state leases the road, basically our contract would be honored by a private company."

One contract covers 1,800 Local 77 and Local 250 members who are fare-collection, maintenance and construction workers on the Pennsylvania Turnpike; the other agreement covers 130 Local 77 members who work in the turnpike's

administrative offices. The former contract was ratified by a 940-137 tally and the latter by a 56-0 vote.

"Locals 77 and 250 did a great job with this contract," said Pat Lafferty, a maintenance utility worker and Local 77 member. "I'm really pleased with our agreement and, judging by the vote, obviously almost 90 percent of our membership is, too."

In addition to job security protections in the event of a sale or lease of the turnpike, the agreements, which were retroactive to October 1, include continued fully paid health insurance by the employer, and wage increases of 50 cents an hour in 2007, 60 cents an hour in 2008, and 65 cents an hour in 2009 and 2010.

Turn! Turn! Turn(pike)!

"These are good contracts," said Jock Rowe, Local 77 Secretary-Treasurer. "The biggest goals for us were securing our members' benefits and jobs, and that's what we did."

"Turnpike Teamsters work in difficult conditions and ensure that traffic flows smoothly on our roads," said Gary Pedicone, Local 250 Secretary-Treasurer. "They deserve a contract that secures fair benefits for them and their families."

"I'm really happy with the leadership of our local," George said. "They do a really good job. That's why I'm involved and try to help in whatever way I can. It's clear that the board cares and does a real nice job negotiating on behalf of us members and working with politicians."

For George and Lafferty, Teamster representation is important.

"I think without being a Teamster we'd be in trouble at the turnpike," George said. "I don't think we'd have the health care benefits or working conditions we have."

"Being a Teamster is absolutely a necessity at the turnpike," Lafferty said. "If we didn't have our union, management could subcontract maintenance work and hire only part-time toll collectors, paying them \$10 an hour. As Teamsters we fight for good jobs and fair benefits. That's important."

"It's clear that the board cares and does a real nice job negotiating on behalf of us members and working with politicians."

— RON GEORGE, LOCAL 77



Reaching Across Borders

Chinese Union Leaders Praise Hoffa, Teamsters as Worker Rights Advocates

In his first trip to the United States, the vice chairman of China's powerful trade union organization visited the Teamsters Union and called General President Jim Hoffa a major player for workers rights in the global economy.

Xu Deming, vice chairman for the All-China Federation of Trade Unions (ACFTU), said labor officials worldwide "can make no concessions for the protection of workers' interests."

Xu thanked Hoffa for his guidance on labor issues and said his country's new Labor Contract Law, which takes effect on January 1, is playing a historical role in protecting labor rights.

The law will grant important protections in the form of open-ended contracts to workers with either 10 years of service or two consecutive fixed-term contracts. These

contracts ensure job security or provide for more severance for laid-off workers.

Working Together

Hoffa, who visited China in May during a Change to Win federation fact-finding mission, told Xu that the Teamsters share many of the same goals that Chinese labor leaders are promoting.

"We want to raise the standard of living of the workers in the United States, China and everywhere else," Hoffa said during a meeting in his office with Xu and several other Chinese labor officials. Xu led the delegation, and he launched the campaign in 2005 to organize employees in Wal-Mart stores in China.

"This is the beginning of a dialogue between Change to Win, our union and the



ACFTU, and we're very happy to have that relationship," Hoffa said. "All labor movements must develop dialogue if we are to fulfill our role of helping people."

Benefits of a Union

Xu said the 170 million members of the ACFTU have already seen the benefits of being part of a union. They make more money than their nonunionized colleagues and more of them have health care.

During a tour of Hoffa's office, Xu looked out the window at the U.S. Capitol and said he hoped Congress remembers the importance of American workers. Hoffa

said he felt the same way and told Xu he was hopeful that in 2008, Americans will elect a president who will promote better labor laws.

"Dignity comes from work and dignity comes from having a job and providing for your family," Hoffa said. "Sharing information is so important, and this relationship is good for you and it's good for us."

The Chinese delegation visited New York, Washington and Los Angeles from Nov. 26 to Dec. 2. Besides meeting with Hoffa, the delegation met with officials from the SEIU, UNITE HERE, Change to Win, and UFCW. They also visited the Capitol and met with U.S. Senate staff.

Tennessee Teamster Honored By Congressman

International Trustee Henry Perry Praised for Community Work



International Trustee Henry Perry was honored by Tennessee Congressman Steve Cohen at the annual meeting of the Memphis-Delta Chapter of the Teamsters National Black Caucus on November 17.

Rep. Cohen presented a "Proclamation in Praise of Henry Perry" highlighting Perry's outstanding service to the union, the residents of Shelby County, Tennessee and to the labor movement in general.

Perry, who has been an active Teamster for more than 36 years, was surprised by the award. "I had no idea this was coming," Perry said. "It is nice to be recognized, but honestly, serving my members at Local 667 and the community is just part of a day's work. It's who I am."

Rep. Cohen was pleased to make the proclamation at the event. "I am proud to be Henry's congressman—and I mean that sincerely," Cohen said. "We have developed a good relationship and I will always do whatever I can for Henry because I know he will always do whatever he can for the community."

Attendees at the banquet were happy to see Perry's efforts recognized.

"He definitely deserves this honor—he gives his all to the members and the union," said Nate Jackson, President of Local 1196. "And it was kind of fun to see him so surprised and speechless."



With millions of U.S. workers losing their pensions in recent years and feeling less secure about retirement, UPS package-car driver Bob Brunner said the Teamsters Union scored a major victory for its members with the new UPS national contract.

In November, Brunner and an overwhelming majority of his fellow Teamsters at UPS ratified the five-year contract, the largest private-sector labor agreement in the United States, which covers about 238,000 Teamsters.

"The new contract addresses our

early agreement. Most provisions of the new agreement will take effect on August 1, 2008.

\$6.1 Billion

"With our members behind us, we have negotiated an agreement that will greatly benefit our members at UPS as well as Teamster members in other industries covered by pension and health and welfare funds that will receive the contribution increases," said Jim Hoffa, Teamsters General President and co-chairman of the union's National UPS Negotiating

ing conditions continue to come under attack by other employers, we have taken steps to secure record benefit contributions from UPS for our members for years to come," Hoffa said.

Workers Weigh In

Andres Silvestre, a package-car driver and Teamster since 1983, said the contract makes him feel more secure about his retirement years.

"Our pension is stronger than ever in this new contract," said Silvestre, a member of Local 63 in Covina, California.

UPS Teamsters DELIVER

Members Ratify Contract That Addresses Pensions, Health Care

pension and health-care concerns," said Brunner, a Teamster at UPS for 27 years and member of Local 177 in Hillside, New Jersey. "Pensions and health care are the most important things for my family and me. You read about companies getting rid of their pensions, including FedEx. So I am grateful that we will have a secure pension and health-care plan. I would like to thank General President Hoffa, Parcel and Small Package Division Director Ken Hall and the entire negotiating team for a job well done."

The national contract raises wages and significantly increases the company's contributions to funds that provide pension and health and welfare benefits to Teamster members. The agreement was negotiated in advance of an October 1 deadline set by the union to reach an

Committee.

The agreement allows UPS to withdraw from the Central States Pension Fund and creates a jointly-administered pension fund for affected members. UPS will make a pre-tax \$6.1 billion payment to the Central States Plan and will also fully fund the new plan.

"We launched early negotiations for the national contract a year ago after members made it clear that they wanted the union to address their pensions and health care for retirees and active workers," said Ken Hall, Director of the Teamsters Parcel and Small Package Division who also was co-chairman of the committee and lead negotiator. "This contract provides more funding for pensions and health care, among other improvements."

"While wages, benefits and work-

"The company's contributions are second to none. I feel very secure in the pension here. I am glad that we were able to maintain our health care.

"The business world today thinks it's OK to turn over pension plans to the government, and really rip off the employees who have dedicated their lives to the company. But the Teamsters have dedicated their time to protecting the pensions and health care."

Full- and Part-Time

The contract addresses the needs of full-time workers, as well as part-time workers.

Sue Richards, a full-time package-car driver and 25-year Teamster, was a part-time employee prior to her current position. At UPS, it is common for part-time employees to work their way up to full-time positions.

"The contract gives us credit for our part-time years of service toward our pension and the early retirement benefits, including retiree health care," said Richards, a member of Local 486 in Saginaw, Michigan. "These are very important to my security down the road."

Richards' coworker, Bob Bright, a steward, said workers today face too many uncertainties. The UPS contract provides many answers now.

"With this contract, I know that Central States Health and Welfare Fund retiree health-care costs are fixed for the term of the agreement, which helps me plan for our retirement. The reduction in the cost of retiree health insurance and the fact that I can receive coverage as early as age 55 makes it more possible for me to retire and enjoy these benefits," the Local 486 member said.

Under the terms of the agreement and the new UPS/IBT pension plan covering full-time employees previously covered by the Central States Pension Fund, benefits prior to age 65 will be paid entirely from

the new fund, after which Central States will begin paying a portion of the total retirement benefit.

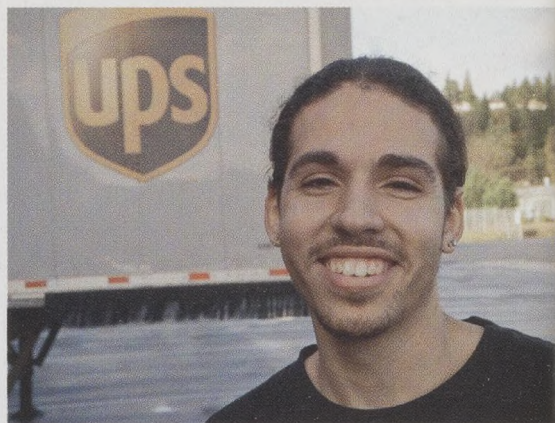
Wage Increases

While the contract provides unprecedented pension and health and welfare contribution increases, it also provides wage gains of 70, 75, 75, 85 and 95 cents in the five years the contract covers—\$4 over the five years.

"The fact that we got \$4 in raises and the pension improvements shows the strength of the Teamsters Union," said Don Chaney, a package-car driver at the hub in Orlando, Florida, who is a member of Local 385 in that city. "The contract contains many great gains."

"The increased or added penalties for the company if there is excessive overtime will also give us some teeth in our grievances and help end the abuse," Chaney said.

Gerry Stack, 20-year UPS package car driver who is a steward, said Ken Hall and

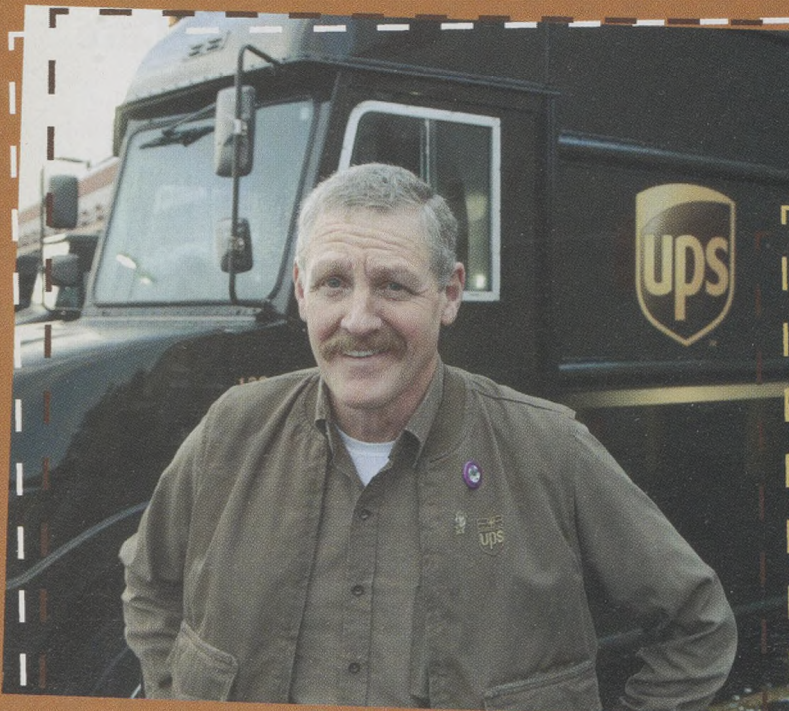


the entire union negotiating committee kept their focus.

"As a steward, the members have told me the last several years that the single most important issue to them is to address their pension and health insurance issues," said Stack, a member of Local 79 in Tampa, Florida. "I feel very strongly that this contract satisfies our members' concerns."

Part-Timer Gains

Another major gain in the contract addresses part-time health care improvements. Current part-time employees in union health and welfare plans will remain



in those plans. All current part-time employees in UPS health plans will go to one single plan for health insurance, which has a prescription drug card.

"As a part timer, for me and for my family, the health-care prescription card is a huge improvement," said Jeff Johnson of Fargo, North Dakota, who is a member of Local 638 in Minneapolis. "I appreciate what the Teamsters Union has achieved for me, my family and coworkers."

Johnson's colleague, Curt Aldrich, of Albert Lea, Minnesota, is a package-car driver and steward advocating on behalf of his fellow Local 638 members.

"I am very pleased to see the details in the contract. Our members were looking for security in our pensions and health and welfare plans. Our union delivered both, as well as strong wage increases," Aldrich said.

Protected Interests

Margaret Thomas, a part-time clerk and 32-year Teamster who also belongs to Local 638, said she is pleased that the

union negotiated gains for part-time workers.

"I'm happy to see the improvements to wages and pension for part-time members as well as full-time workers. We part-time workers play an integral role at UPS, and this contract makes sure our interests are protected," Thomas said.

"It is good to know that in the new contract, part-timers like me will retain the quality health care plus a prescription card. The benefits are one of the main reasons I work for UPS," said Tammy Green, a 13-year member of Local 391 in Durham, North Carolina.

"I'm a part-time worker, and I like the solid pay raises, the pension improvements and the fact that I'll still get excellent health-care benefits with no money coming out of my pocket," said Al Cook, a member of Local 623 in Philadelphia.

Retirement Security

Jorge Quinones, a package-car driver and member of Local 696 in Topeka, Kansas, said union negotiators delivered for mem-



Major Gains in UPS Contract

Unprecedented pension and health and welfare contribution increases. UPS will contribute an additional \$5 per hour into all pension and health and welfare plans, a \$1 per hour increase each year starting on August 1, 2008. UPS will withdraw from the Central States Pension Fund and create a jointly-administered pension fund for affected members. UPS will make a pre-tax \$6.1 billion payment to the Central States Plan and fully fund the new plan. The increased contributions paid by the company will significantly reduce the cost of retiree health insurance provided by the Central States Health and Welfare Fund.

Part-time health care improvements. Current part-time employees in union health and welfare plans will remain in those plans. All current part-time employees in UPS health plans, and CSI employees in a company health plan, will go to one single plan for health insurance, which has a prescription drug card.

Wages. There will be increases of 70 cents, 75 cents, 75 cents, 85 cents and 95 cents in the five years the contract covers. Package driver start rates go up to \$16.10 (from \$14.70). Part-timers will receive the same general wage increases as full-time employees, and new part-time hires will receive a \$1 per hour increase after 90-calendar days of employment (up from 50 cents).

Average benefit/wage increases. The five-year agreement contains average annual wage and benefit increases of \$1.80 per hour each year. This compares with \$1.46 per hour in the 2002 contract and 98 cents per hour each year in the 1997 contract.



bers by addressing retirement security now.

"The union has addressed my concerns about my pension," Quinones said. "The wage increases make us the highest paid package drivers in America, but I was most concerned about my security after I retire."

Ed Letcher, a package-car driver and member of Local 174 in Seattle, said the contract is comprehensive.

"This contract provides job security, a good health plan, and a pension for security in retirement when most workers in America today have none," Letcher said.

"I am very grateful for our union get-

ting a good contract for us. When we stand united, we are strong and our union can negotiate a good contract," said Local 174 member Gwen Cavness, a package-car driver and 17-year Teamster. "In these harder times it's very important to have the job security and benefits that this contract provides."

Brighter Future

Raul Oliveros, a 19-year Teamster, feeder driver and member of Local 177, said the contract gives him a brighter future.

"I see a very positive future with this contract," Oliveros said. "I am very glad that

the increased contributions will make our pension and health plans more secure. We Teamsters stuck together to get this done."

UPS clerk Willie Wade, a 13-year member of Local 177, said the contract provides more opportunities for part-time workers.

"I was originally part-time and now with the new contract I am eligible for a full-time pension," Wade said. "I am glad we recognize the part-timers at UPS. It has opened up opportunities for more people. The pension portion of the new contract is the most important thing. I think the union has done a good job in ironing out

Union Defeats Concessions Sought By UPS

The following is a list of concessions sought by UPS during negotiations, and the second part is what the union won instead:

UPS Concession Demands	Teamster Victory
Unlimited delivery of ground packages by part-time air drivers.	Prevents UPS from replacing good full-time jobs with part-time jobs.
Year-round use of part-time driver helpers.	Maintains that UPS can only use part-time helpers during peak.
Top-pay rate of \$24/hour for all new package drivers.	Only ONE top pay rate for all new package drivers, and start rate climbs from \$14.70 to \$16.10, and advances over the progression to the full rate
The elimination of thousands of "combination" jobs won from earlier contracts.	Protects these jobs.
Overtime for part-timers only after eight hours worked.	Protects current OT for part-time employees.
Reduction in pay when the cost-of-living index decreases.	Maintains the current COLA.
Provide supervisors the right to do hourly work to avoid service failures.	Increases penalties for supervisors doing bargaining unit work and does not give supervisors any new rights to do it.
48-month progression for full-timers.	Full-time progression is 36 months.
The removal of part-time employees from Teamster health and welfare plans.	Part-time employees currently in Teamster health and welfare plans will STAY in those plans.

the details in the contract. They worked hard for the members and I appreciate the work that they do."

Preserving Health Care

Package-car driver George Woodward, a member of Local 623 in Philadelphia, said more and more workers are paying more for health benefits. The union has done a great job making sure the company doesn't pass on the costs to workers.

"I thought for sure that we would have to start paying for health benefits. I am thankful that we will continue to receive this benefit at no cost. That means more

money in my pocket for my family," Woodward said.

Joe Eastburn, a part-time worker who also belongs to Local 623, said he and his coworkers stood united in their support.

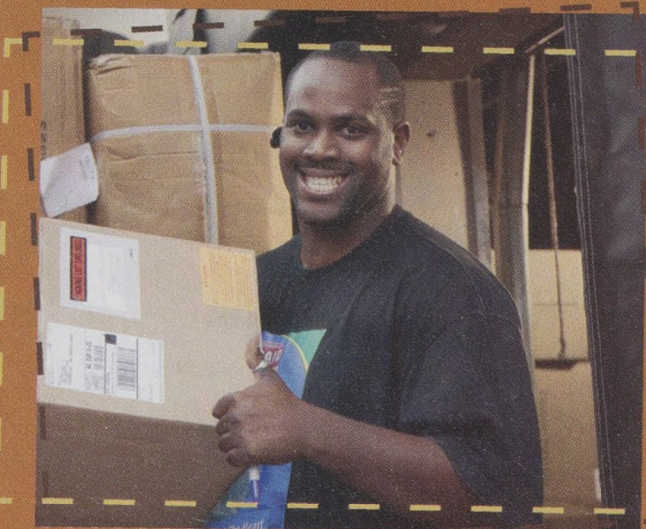
"My coworkers and I stood behind our union negotiators, which I believe helped them in fighting for our interests. They won \$4 in wage increases over the term of the contract, they addressed our pension issues and we have preserved our health care when others are having it taken away. This is a great contract," Eastburn said.

Local 623 member Rob Whartenby, a package-car driver, said, "All across the

country, workers are paying more and more toward their health-care costs, which eats away at their family's budget. The Teamsters delivered as promised."

Feeder driver Doug Cannon, a 14-year Teamster at UPS and Local 177 member, appreciates the union's fight to get him and his coworkers a strong contract.

"I think the best thing the union did was to fight for our pension and for health care. I give the union a lot of credit for fighting for these benefits. They stuck to their guns, they didn't cave and it paid off."



ON A CLEAR, SUNNY AUTUMN AFTERNOON, Kayla Lozano Rivera, a mechanic at Edis Industrial Laundry in Carolina, Puerto Rico, considered her and her coworkers' decision to join Local 901.

"We're looking for better pay and work rules," Lozano Rivera said. "Plus, this makes all of us stronger. Local 901 has become more powerful here over the past few years and we're happy to join. Los Tronquistas have power."

Last year, Lozano Rivera and her fellow 80 mechanics, warehouse workers, service representatives and route drivers voted by a 43-1 vote to join Local 901 ("La Union de Tronquistas"). The victory helped not only Edis workers but also Local 901

members at a competitor.

"There are two big laundry companies in the San Juan area, Edis and Cadillac," said German Vazquez, Local 901 Secretary-Treasurer and Director of the Hispanic Caucus. "Cadillac had been the only unionized company until recently. But with more Teamsters working at these companies, the workers at both will be stronger—one company can't easily underbid the other now."

The Edis workers' victory is just one of many that workers in Puerto Rico have secured since the beginning of the decade, as Local 901 has grown from a 2,000-member union to 6,000-strong today. As downtown San Juan continues its redevelopment, the local is poised to become an even greater force.

Positive Placement

"This is a great example of why Local 901 has been growing for the past several years," said Teamsters General President Jim Hoffa. "Not only does it advance the position of Edis workers, it benefits fellow Local 901 members within the industrial laundry facilities. This was a strategic, well-run organizing campaign."

Local 901 is leading the way for growth of power for Hispanic members. The sole Puerto Rican local's success is part of a much wider trend within the union of Hispanic members making serious advances in organizing, in negotiating contracts and within the wider Teamsters Union structure.

"Decades ago, my father pioneered the effort to make our union welcome to all,"

Hoffa today all m that a needs this is In a day and b through recogni ence Execut Rican the U union Th appro July 2

iViva Los



Hoffa said. "That idea is just as important today. The Teamsters Union depends on all members standing together. Ensuring that all members' voices are heard and needs are met is important to achieving this ideal."

In order to better reach members on a day-to-day basis, bilingual organizers and business agents have been added throughout the union's ranks. Last year, in recognition of Hispanic members' presence and importance, the union's General Executive Board voted to play the Puerto Rican national anthem in addition to the U.S. and Canadian national songs at union events.

The Census Bureau estimates that approximately 44.3 million people, as of July 2006, are of Hispanic origin in the

United States. The areas with the greatest concentrations of Hispanic members in the continental U.S. are on the coasts, primarily near New York City, in California and Florida, although there are also many members in the Chicago area and in the Southwest.

Bilingual Organizers

"The bottom line is you have a contract, it helps all workers," said Frank Gallegos, International Trustee and among the first Hispanic members on the union's General Executive Board. "A contract doesn't care about your gender or ethnic background—what matters is your rights are outlined, so anyone has the right to bid for higher-paid jobs, and it outlines the steps you need to follow to rise from, say,

earning \$9 to \$21 an hour."

For Gallegos, also President of Local 890, the Teamsters has actively reached out to locals and Joint Councils that represent Hispanic members.

"General President Hoffa has done a good job because he respects and listens to the leadership of the Joint Councils and locals," Gallegos said. "In turn, he communicates that respect to the members. I just saw him in Los Angeles, leading a rally against cross-border trucking rules. You could see in the eyes of the shop stewards—many of whom were Hispanic—that they were excited by what he was doing. I think he's done a good job or else he wouldn't have gotten that response."

"I think that, as far as the people I work with and deal with, our union is one of

TEAMSTERS!

Hispanic Members Help Grow the Union



the strongest in the country for Hispanic workers," said Lucio Reyes, Secretary-Treasurer of Local 601 in Stockton, California. "We're active and vocal. We're always on the news, in the press. They see a lot of action taking place. We're always looking to bring more folks into the union."

Reyes—who led the predominately Hispanic workforce in a 13-year strike at Diamond Walnut, also in Stockton—says his local is dedicated to representing its significant Hispanic membership, primarily working in food processing.

"Our meetings are in Spanish and English and we provide summaries of contracts in Spanish," Reyes said. In addition, Reyes finds assistance and support from the International Union.

"I think the Hoffa administration has done a good job of reaching out to Spanish-speaking members," Reyes said. "Years ago, I was working on an organizing campaign in Denver. We couldn't reach enough workers because we didn't have enough bilingual staff. Today, we have more and

more bilingual organizers—that has to be one of the greatest achievements—and more literature for Spanish-speakers."

Translation Services

"If you look at our organizing campaigns across the country, it's clear that locals, Joint Councils and the International are reaching out to our Hispanic brothers and sisters," said Jeff Farmer, Director of Organizing, noting that bilingual organizers made a major difference in last summer's Collier County, Florida school-worker election, which enabled 1,000 public school employees to join Local 769 in South Miami, Florida.

"In elections, particularly those involving large groups of individuals, making sure to speak to every person is increasingly important," said Nelson Rivera, an International Union organizer involved in the Collier County campaign. "Speaking fluently to Spanish-speaking workers and hearing their concerns made a huge difference in the campaign."

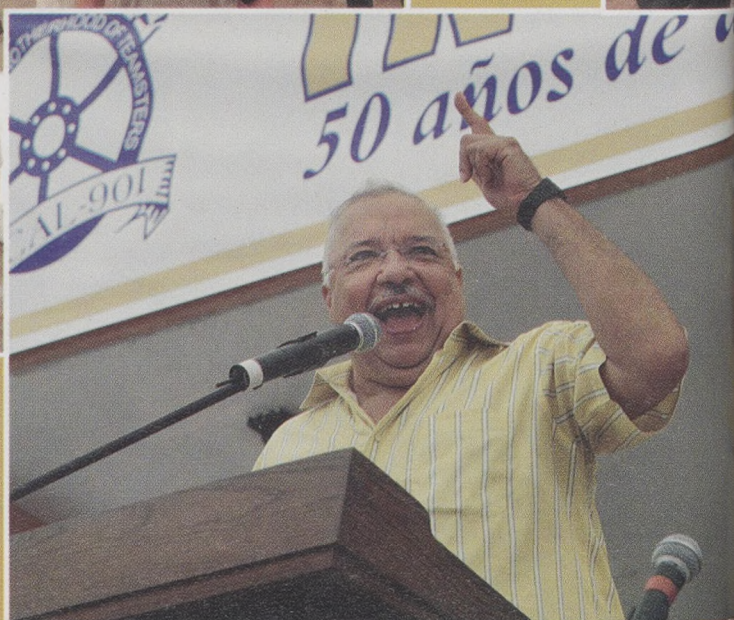
Across the country, locals, Joint Councils and the International are utilizing the special skills of organizers who communicate with workers in English and Spanish.

"At Collier County and in other places with bilingual groups, the goal is very simple: All workers deserve to be heard by their union," Hoffa said. "In some of our organizing campaigns under way today, particularly those at the ports, within the food processing industry and the solid waste industry, a sizable percentage of the workers speak Spanish exclusively. We need to involve them in our union."

Growing Workforce

"Our Hispanic members are vital to our Joint Council and our union," said Gary Labarbera, President of Joint Council 16 in New York City. "We are determined that, as Teamsters, each member will have his or her opportunity to work and improve their and their family's position."

"We have a very large population of Hispanic



members," said George Miranda, Secretary-Treasurer of Local 210 in New York City. "This is a growing workforce with needs that we have to meet."

Approximately 65 percent of Local 210's membership is Hispanic, employed in a wide range of industries, including airline and warehouse workers. While many members have been in the U.S. for their entire lives, some are relatively new to the country. To help the newer members and their families adapt to U.S. culture, the local offers classes in computer training and English as a second language, or ESL. The local also offers GED-assistance courses and scholarships to trade school or college. Approximately 125 people participate in the local's programs annually.

"As workers come here and enter the workforce, they bring their families," Miranda said. "We make every effort to make sure they're supported and can earn the tools to advance."



Con La Union Esta La Fuerza

Teamsters Hispanic Caucus Holds National Convention in San Juan

For Mario Rojas, a Trustee of Local 41 in Kansas City, Missouri, establishing a Teamsters Hispanic Caucus charter there about two years ago was the culmination of years of hard work and perseverance. And the work hasn't stopped.

"It's all about continually educating our members," Rojas said. "It's so important to get them involved in the union, in the community and in the political process."

The growing influence of Hispanic Teamsters was evident last October at the 2007 National Teamsters Hispanic Caucus Convention in San Juan, Puerto Rico, where hundreds of members gathered to celebrate their heritage and strategize about how to build on their increasing clout.

"We are a powerful force," said Meline Juarez, a business agent at Local 63 in Covina, California, where she was elected to the City Council in 2001. "This is a great era of opportunity for us as Hispanics."

Ten percent of all U.S. voters in November's election are projected to be Hispanic, Juarez said.

"We have the potential of being a very powerful voting bloc," she said. "Our challenge is to register our members to vote and to get them to the ballot box."

Vazquez Elected President

Teamsters from across the United States and Canada traveled to Puerto Rico for the three-day conference, where they were welcomed by German Vazquez, Secretary-Treasurer of Local 901 in San Juan. Vazquez also was elected President of the National Teamsters Hispanic Caucus.

"I am honored to be elected to this important office," Vazquez said. "I will work tirelessly to continue to build strength and power for our Caucus and for all Teamsters."

Vazquez succeeds current Caucus President Robert Morales, Director of the new Solid Waste, Recycling and Related Industries Division of the Teamsters, who decided not to seek re-election.

The new Solid Waste Division is important to the Caucus because nearly 24 percent of waste-related jobs are held by Hispanics.

"I made organizing a top priority in our new Division," Morales told the Convention. "Organizing is important for all Teamsters, but it's especially important to Hispanic Teamsters. It is up to us and everyone in this room to make it happen."



As members retire, some return to their home country, including some 8,000 Local 237 retirees living in Puerto Rico. The local's retiree division, the International's Retiree Affairs Division and Local 901 are working to ensure health coverage for the retirees.

"These members have worked hard their entire lives and deserve to retire and enjoy the health care benefits they've earned," said Gregory Floyd, Local 237's President. "We're working with doctors in Puerto Rico to make sure that retirees receive the treatment they deserve."

International Relations

"We're very concerned about how trade agreements affect workers here in the U.S. and in other countries, such as Colombia, Peru and Mexico," said Ruben Torres, Secretary-Treasurer of the Teamsters Hispanic Caucus and Local 237 in New York City. "We meet with representatives often to share our concerns."

Local 237 members have met with Rep. Charles Rangel (D-N.Y.) and Torres has traveled to Colombia to speak with officials in President Alvaro Uribe's administration concerning the pending Colombian Free Trade Agreement.

"This agreement is in the model of other free trade deals, which would be bad news for workers," Torres said. "As we've seen in Mexico under NAFTA [the North American Free Trade Agreement, enacted in 1994], rather than leading to job creation and economic prosperity for workers, the opposite has occurred both in Mexico and the U.S."

In the wake of other free trade agreements fostered by the Bush administration is the sometimes devastating impact on the economic condition of workers and their families, the lowering of international human rights standards and the increased ability of corporations to ravage a country's economic infrastructure.

"Our Hispanic members, like all of our members, fight these so-called free trade agreements because they harm workers here, as well as in Peru, Mexico, Colombia, Panama and other countries in Central and South America," said Yvette Pena Lopes, Legislative Representative in the Teamsters Government Affairs Department. "We're

Q&A: Manny Valenzuela and Bob Morales

To learn more about the growing force of Hispanic workers joining the Teamsters Union, *Teamster* magazine recently discussed the issue with Bob Morales, President of the California Hispanic Caucus and Director of the Solid Waste, Recycling and Related Industries Division, and Manny Valenzuela, Western Region Coordinator for the Organizing Department.

Q: For an unorganized worker, what is the appeal of joining the Teamsters Union?

Morales: There are several things: The Teamsters Union offers good benefits, wages and better working conditions. Often, employees are exposed to disrespect at work. When we represent workers, we establish dignity and respect in the workplace.

Valenzuela: This is really an issue if someone is new to this country. Then, we can inform a worker of his or her rights and help them stand up for them. For starters, we tell them that it's their right to form a union. This is most common in food processing organizing, where work is predominately performed by Hispanic members.

Q: What are the most important things you keep in mind when speaking with Hispanic workers?

Morales: The biggest thing is communicating with workers. This is the case regardless of someone's background. But for those workers who primarily speak Spanish, we must have bilingual organizers.

Valenzuela: I can't stress how important it is to communicate with workers in their native language. We need to know what their concerns are and be aware of any cultural differences. Some people are hesitant to the idea but the days are gone when you hire a translator. To be successful and truly represent members we need to speak fluently to workers.

Q: How does the Teamsters Union meet the needs of its Hispanic members?

Morales: At Waste Management in Oakland, the company locked us out last summer. We reached out to the community, spoke to politicians—the mayor was directly involved. By meeting the needs of our entire workforce, we won that lockout and got fair pay and benefits for all members—Hispanic and otherwise. When it gets down to it, our union negotiates the best contracts in the solid waste industry, where thousands of workers of Hispanic heritage work. We utilize the size of our union to apply pressure, when necessary, during negotiations. We represent 1.4 million workers in the United States and Canada and by communicating in languages our members speak, we are sure to better represent all Teamsters.



fighting on behalf of all Teamsters and all workers for trade that ensures the creation of jobs and does not threaten the right for workers to organize or our government's ability to regulate. In other words, we need trade that's fair, not free."

Cruise Control

As a coordinator of tourism traffic, Efrain Crespo knows how to talk about his native country. The 40-year Local 901 member helps tourist groups disembarking from cruise ships—operated by Royal Caribbean, Carnival and others—and has no qualms about being a Teamster.

"We have a lot of power, operating the waterfront companies," Crespo said. "Our union has been an ally to the tourism industry, helping out with its growth and with workers' well-being."

"In the past, the cruise lines tried to pit the owner-operators who run tours here

in Puerto Rico against one another," said Jose Ayala, Local 901 President. "They ask one operator, 'How much can you do a tour of 20 people for?' They get a price of, say, \$40 a person, then call another operator and say, 'This operator has a \$40-a-person rate. Can you beat it?' We changed that. Now the tour guides are Local 901 members and they negotiate together to get fair rates for all of them. Now, Carnival and the other companies still try to pit owner-operators against one another in other countries they visit but not here in Puerto Rico."

Other workers in the tourism trade, which is growing in Puerto Rico, are looking for similar power. They are part of Local 901's ambitious plan to assist at least 2,000 workers to join the local over the next few years.

"We wanted change," said Pablo Navarro, a purchasing agent at the Puerto

Rico Tourism Corporation, a government-run operation in San Juan. "Our former union didn't represent us well. When we had a complaint, such as when some of our work was shifted to management, we didn't get any support. We want a union that could enforce our work rules."

For Navarro and his coworkers the choice to join Local 901 was nearly unanimous—98 percent of the approximately 200 employees signed cards. They join the growing number of Local 901 members who work in the tourism industry in Puerto Rico. (As this issue went to press, they were awaiting a government decision on their Local 901 membership.)

"The idea behind the tourism workers is the same as the industrial laundry workers and employees in other industries around Puerto Rico," said Luz Delia, Local 901's Director of Organizing. "When workers build Teamster density in an industry, their power increases tremendously."



Boarding The Enterprise

Florida Public Employees Latest to Join Local 769

When Mavis Curley considered why she and her coworkers in Martin County, Florida joined Local 769 in North Miami, Florida she said one thing made the difference.

"It was the integrity of Local 769," said Curley, a six-year logistics coordinator. "In our earliest meetings with them, I was looking for integrity and I found it with President Mike Scott and Business Agent Steve Myers. When one of us asked them a question, they answered in ways that let us know that, as Teamsters, we would be making decisions

that mattered to us. That's what we were looking for."

In October, 327 Martin County employees—including clerical employees, librarians, plumbers, equipment operators, administrative specialists, carpenters, mechanics, 911 dispatchers, and public works and utilities department employees—voted to join Local 769. The vote count was 196-64.

"As Teamsters, we have something like the Starship Enterprise compared to the '72 Vega we had before," said Dennis McManus, a traffic operations technician.

"The Martin County workers were in need of representation that responds to their needs," Scott said. "We're confident that as members of Local 769 they will have the voice at work that they deserve."

"We're looking to be treated fairly and with respect," Curley said. "We deserve better, especially considering some of us earn just \$10 an hour and are trying to raise a family."

Building On Strength

The workers' victory is the latest endorsement of Local 769, which has grown rapidly in the past few years, in part due to public employees choosing to join the local.

In total, workers at 14 government agencies in Florida are Local 769 members, including employees

at St. Lucie West, Indian River County, Ft. Pierce, Ft. Lauderdale, police officers in the Village of Key Biscayne, and public employees and corrections officers in Monroe County, Key West and Florida City.

"Representing so many different municipalities had an effect in Martin County," Myers said. "We have a record that illustrates our experience in the public sector. For instance, we just negotiated a second contract in Ft. Lauderdale that secures 15 percent wage increases over the next three years."

"As with all public employees, we absolutely welcome the Martin County workers into our union," Scott said. "As more public employees join Local 769, the stronger we all become."



LOCAL 63

Coca-Cola

Workers at Coca-Cola in Cathedral City, California voted to secure strong representation recently, choosing Local 63 in Covina, California as their bargaining representative.

Representatives for the 80 workers approached Local 63 expressing their desire for Teamster representation. The drivers, warehousemen and merchandisers told the Teamsters that they were seeking a strong partner to protect their future.

The workers' major concerns include protecting their pensions and gaining representation that has the

Pennsylvania.

"This victory will help give these workers a more secure future in terms of benefits that they did not have before," said Joseph Wieder, a business agent for Local 773.

The workers are responsible for maintaining the roads of the township. Local 773 represents approximately 4,300 members in the Allentown/Lehigh Valley area.

LOCAL 747

Omni Air International, Inc.

The National Mediation Board (NMB) recently certified the Teamsters Union to represent the crewmembers of Omni Air International, Inc.

"I look forward to working with our newest members and helping them get the representation they deserve."

— RANDY CAMMACK

INTERNATIONAL VICE PRESIDENT AND SECRETARY-TREASURER, LOCAL 63

experience and knowledge to negotiate a strong agreement and enforce the contract with the company.

"I look forward to working with our newest members and helping them get the representation they deserve," said Randy Cammack, International Vice President and Secretary-Treasurer of Local 63.

LOCAL 773

Tunkhannock Township

Recently, five workers from Tunkhannock Township voted to join Local 773 in Allentown,

The Omni Air crewmembers voted for union representation by a 65 percent margin. The Teamsters defeated an Air Line Pilots Association (ALPA) write-in by a 2-1 margin.

"We can now begin the process of collective bargaining to obtain fair and equitable wages, working conditions and benefits that the crewmembers rightly deserve," said Ernie Sowell, Local 747 President.

Omni Air International, a charter airline serving both domestic and international markets based in Tulsa, Okla-

homa, operates DC-10s and B757s and employs more than 250 crewmembers.

LOCAL 325

Freeport School District 145

Six maintenance workers at Freeport School District 145 unanimously voted to become members of Local 325, as well as overwhelmingly ratifying a new three-year contract.

"We are so happy to welcome our new members with a secure and strong contract," said Richard Thompson, Secretary-Treasurer of Local 325 in Rockford, Illinois. "They showed their support for us by voting overwhelmingly to become Teamsters, and this contract proves they made the right decision."

The new three-year contract includes wage increases, continuation of benefits with no employee contribution and stronger contract language to better protect workers.

Freeport School District 145 serves approximately 4,000 students at nine school buildings in northwest Illinois.

LOCAL 633

Gilford Police Department

Recently, 15 corporals and patrolmen, including K-9 officers and detectives, employed by the Gilford Police Department in Gilford, New Hampshire voted unanimously to be represented by Local 633 in Manchester, New Hampshire.

The workers' chief concerns are improving wages and strengthening their health care plan.

"As police work grows and police work in New Hampshire changes, smaller groups need representation," said David Laughton, Local 633 Secretary-Treasurer. "Smaller departments need a voice in the workplace. They want to be included in what goes on at work."

"With a lopsided vote like that, you'd think it was a contentious situation, but that's not it," said Rick Laughton, a Local 633 organizer and business agent.

Local 633 also represents law enforcement officers in 18 other agencies across the state.

LOCAL 313

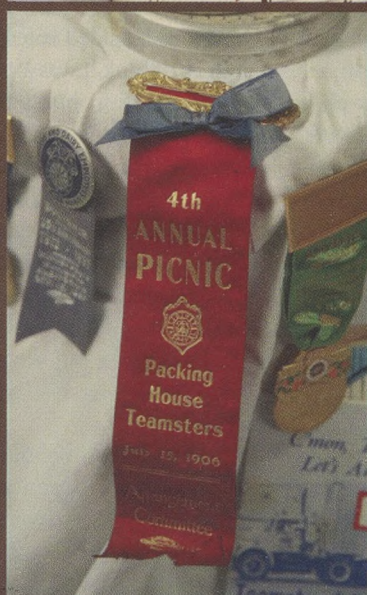
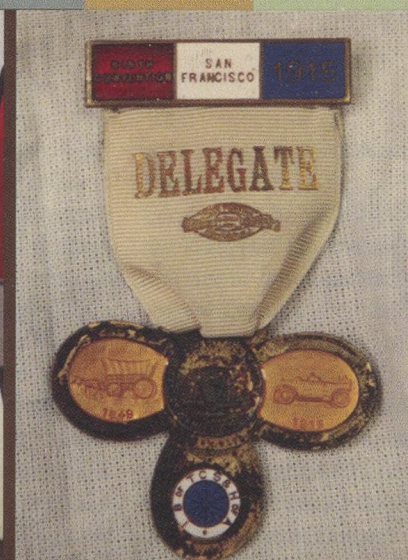
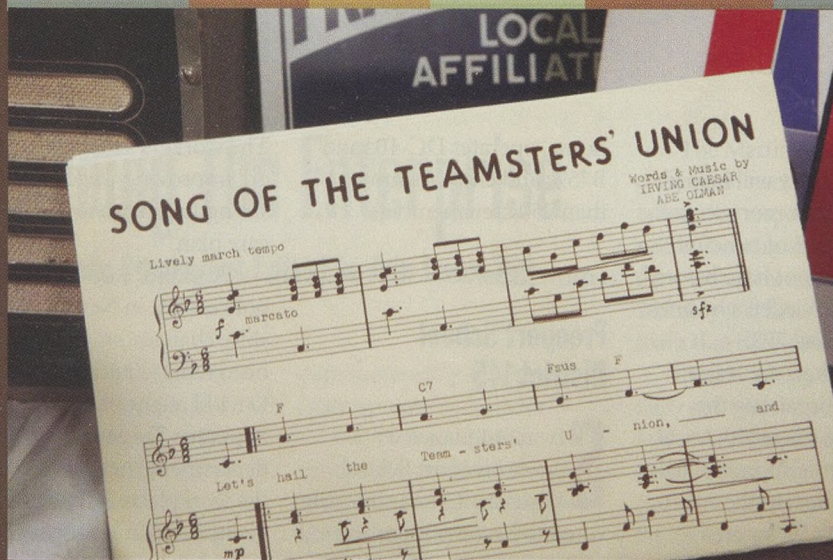
First Student

First Student school bus drivers and mechanics in Washington State voted recently to join the Teamsters.

In Tacoma, First Student school bus drivers and mechanics voted 71-36 to join Local 313. Organizer Anthony Gilliard said this victory is part of a major campaign in the Pacific Northwest.

"This victory gives workers a voice now in terms of respect, seniority, pay scale, back pay and health benefits," Gilliard said.

Since 2006, more than 4,000 private school bus workers have joined the Teamsters. The victories are part of an effort to organize private school bus drivers across the country.



HISTORY LESSONS

Teamster Archives Preserve Union's Past

THE PICTURES, PAPERS AND RECORDINGS TELL OF A RICH AND SIGNIFICANT HISTORY. In the photographs, Martin Luther King Jr. marches for civil and human rights. In the recordings, one can hear the timbre of Franklin D. Roosevelt's voice as he vows to support the goals and dreams of the working class. These are the items that tell the history of working men and women. Though somewhat worn with age, and wrinkled with time, they are preserved for future generations. This is the history of the Teamsters Union—and it awaits its new home.

The International Union recently announced an agreement with The George Washington University in Washington, D.C. to establish the Teamsters Union archive, making available to the public for the first time rare and historical papers, letters and photographs documenting the rise of the American middle class.

"This important agreement now

ensures that future generations of Teamsters have access to the real story of how workers joined together as Teamsters to build unprecedented power for working men and women in the United States," said Jim Hoffa, Teamsters General President. "I am proud that the true history of the International Brotherhood of Teamsters will live on in our nation's capital at The George Washington University."

Century of Tradition

The endowment helps establish an exhibition of the archive for public display and access by researchers and labor history experts, and creates an archivist position responsible for cataloging and conserving the artifacts.

"The International Brotherhood of Teamsters has a century-long tradition of supporting the rights of workers," said Stephen Joel Trachtenberg, GW President. "Millions of men and women in America

have benefited from their commitment to improving workers' conditions, pay and benefits. GW is honored to have the responsibility of managing the Teamsters' archives and ensuring that it is available to students, scholars, journalists and the public."

When completed, the Teamster archives at The George Washington University will include hundreds of items of great historical significance. The collection includes presidential papers from Hoffa and his father, James R. Hoffa, memos and correspondence between Teamster leaders, U.S. presidents and other important figures in U.S. history.

Preserving History

"The Teamsters were at the forefront in all the major social, political and historical events in the past century," said C. Thomas Keegel, Teamsters General Secretary-Treasurer. "This history needs to be preserved to create awareness of the importance of



labor and to build a stronger future.”

Teamsters understand and appreciate their mighty legacy. Items that make up this legacy, and will be included in the archives, are currently being stored in a warehouse.

Many of the items were found in storage closets and in the basement of the International Union building. All will be on display as part of the Teamster heritage.

Every one of the boxes is a vessel to the past. In these boxes are Teamster publications, photographs, old letters, speeches and other items that trace back in time.

Revealing the Past

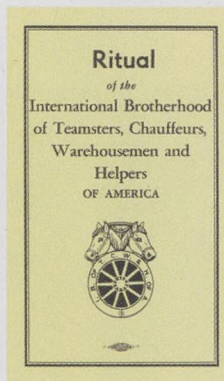
Inside one particular box, early issues of the Teamster Magazine can be found. The

publication, which dates back to 1908, declares, “There are hundreds of thousands of unorganized Teamsters throughout the country. In every village and hamlet you can find men that do nothing else but drive a team. Some day these men will be organized. Some day our organization will be the most powerful in the country, for our fields for operation are the greatest and our opportunities to do good are many.”

The “opportunities to do good” were many. The 1934 Minnesota Strike by Teamsters gained national attention, and led to the National Labor Relations Act and National Labor Relations Board. Books on these historic Teamsters will be included in the archives.

Teamsters were in action in the 1940s. Black and white photographs preserve the

images of Teamsters, who during World War II, collected more than \$2 million in war bonds. It was Teamsters who organized blood drives and collected items for care packages to soldiers serving abroad.



“Equal Pay for Equal Work”

Teamster speeches and publications can be found in the boxes, and will eventually find their place on public display. These documents show that the union was far ahead of its time in supporting the rights of women and minorities. Teamsters led the way to equality long before it was accepted by greater society.

Teamster publications from 1905 give an impassioned plea for all local unions to organize black workers. In 1917 another Teamster publication champions women’s rights. The publication states, “Equal pay for equal work

Q&A with Karin Jones

Communications and Outreach Coordinator, International Union Training and Development Department

Q: What is your role within the Teamsters?

I started with the Teamsters in 2002, initially just to help to begin to archive photos, preserve historical documents and provide an accounting of the union’s history. I was asked to sit in on a couple of planning meetings for the 100th Anniversary and was hooked.

I work on many different projects, but the core of my responsibilities is focused on Teamster history. My presentations on Teamster history range from one to three hours, and are for stewards, officer trainings, TLAs and conferences. The number of requests for the presentations has increased dramatically in the last year, so I am out in the field more than ever meeting with members.

Q: What is the most rewarding part of your job?

I love watching members realize how rich Teamster history really is—and that the greatest contributions to that history are the actions of rank-and-file members. The members are astounded that we were involved in so many things from civil rights to improving working conditions in factories. Members are also shocked at the amount of community service the Teamsters have done over the past 104 years and how much money Teamsters have raised for charity, war bonds and disaster relief.

Q: Why are the archives so important to preserve?

This archive project is very exciting for me because it means that all the items I have

found will be preserved. All of the items are important and should be protected. The archives will help educate our members—and equally important—the public. People will see first-hand through documents, books, magazines and photos that the Teamsters were leaders in social justice and in creating a strong middle class. Hopefully they will begin to understand that the “middle class lifestyle” was gained through struggle and could easily be lost if we become too blasé about our rights or allow big business and anti-labor politicians to push unions aside. It also helps reestablish strong feelings of pride and solidarity in the members. Many members who have been to my presentations said learning the history made them realize they are part of something important, with great traditions that they want to continue and build upon.

should become a constant, vigorous slogan among all employees in all crafts."

Teamster pride is found in the 45 rpm recordings of Teamster songs of solidarity. It's found in the satin boxes containing well-preserved metal pins worn by delegates to the 1915 Teamsters Convention. And it's found in indelible images, in the

portraits of ordinary workers on the job and in service to their communities.

Hidden Treasures

A large and heavy object resembling a silver box is in fact a rare wire recorder, used to record speeches. It dates back to the 1930s, and is believed to be one of the few remaining in the world. It's an item highly coveted by historians, and will also be put on display.

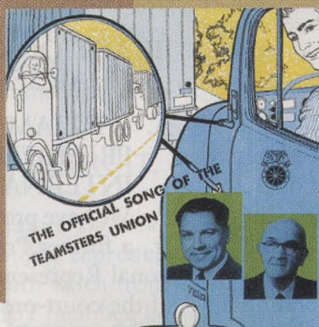
Another layer of items reveals Hoffa family photographs, one of the last photographs of Martin Luther King Jr. at a Teamster local union, and handwritten notes by the Teamster leaders of yesterday.

Other hidden treasures can be found in the boxes which contain tens of thousands of photo negatives. The images



were taken by Frank Alexander, the Teamsters photographer for more than 50 years. Many of the shots are unlabeled and will be processed to determine the images.

All of these items trace the history of the union. All of these items give a voice to the hopes, dreams, trials, tribulations and resilience of working men and women—Teamster men and women. The history of the past century of labor will find its place at The George Washington University for generations to come, and will be built upon one item and one accomplishment at a time for all to see.



The Official Song of the Teamsters' Union

Let's Hail the Teamsters' Union,
And Sing of it with Pride;
Remember, Teamster Members,
Your Union's By Your Side.
As Long as We're Together,
Our Numbers Will Increase,
And This Will Be Our Motto:
"Prosperity and Peace."
Now, All for One and One for All
Is Something You Have Heard,
But When the Teamsters' Say It
The Boys Mean Ev'ry word.
So Hail the Teamsters' Union,
And Shout it Loud and Clear:
"The Brotherhood of Teamsters
Will Always Be Right Here."

REPORT 105 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: December 3, 2007

I. INTRODUCTION

This is the Independent Review Board's ("IRB") One Hundred and Fifth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including four new reports, action on prior IRB-recommended charges and the progress of pending charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORTS

A. GLENN TEOLIS - LOCAL 251, EAST PROVIDENCE, RHODE ISLAND

On October 22, 2007, the IRB issued an Investigative Report to General President Hoffa concerning Local 251 member and former International Project Coordinator Glenn Teolis. The report recommended that Mr. Teolis be charged with, while a member of Local 251 and an employee of the IBT, bringing reproach upon the IBT, violating his fiduciary duties to the members, and embezzling IBT funds of \$2,209 to his own use and the use of others; and while a member of Local 251 he failed to cooperate with the duties of the IRB by delaying his sworn examination and then failing to appear for his scheduled examination.

Mr. Hoffa adopted and filed the charges, a panel was appointed to hear the charges against Mr. Teolis and a hearing has been scheduled for January 3, 2008.

B. JOHN CLANCY - Local 705, Chicago, Illinois

On October 23, 2007, the IRB issued an Investigative Report to General President Hoffa concerning John Clancy, International Organizer and member of Local 705. The Report recommended that Mr. Clancy be charged with bringing reproach upon the IBT and violating his membership oath by, subsequent to Dane Passo's permanent bar from the IBT on May 29, 2002, having knowing and purposeful contact with Mr. Passo. On October 29, 2007, Mr. Hoffa notified the IRB that he adopted and filed the charge.

A panel was appointed to hear the charge and a hearing has been scheduled for December 18, 2007.

C. CASSANDRA MOSELY - LOCAL 743, CHICAGO, ILLINOIS

On November 15, 2007, the IRB issued an Investigative Report to Members of the Executive Board of Local 743 concerning member Cassandra Mosley. The report recommended that Ms. Mosley be charged with, while a member of Local 743 and the IBT, bringing reproach upon the IBT by failing to appear for her scheduled in-person sworn examination. The Local 743 Executive Board was given 90 days in which to file the charge, hold a hearing and submit its findings to the IRB.

D. MARK JONES - LOCAL 743, CHICAGO, ILLINOIS

On November 15, 2007, the IRB issued an Investigative Report to Members of the Executive Board of Local 743 concerning Organizer Mark Jones. The report recommended that Mr. Jones be charged with, while a member of Local 743 and the IBT, bringing reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The Local 743 Executive Board was given 90 days in which to file the charge, hold a hearing and submit its findings to the IRB.

III. ACTION ON PRIOR IRB RECOMMENDED CHARGES

A. WILLIAM T. HOGAN, JR. - FORMER PRESIDENT OF JOINT COUNCIL 25 AND INTERNATIONAL REPRESENTATIVE

We have previously informed you that William T. Hogan, Jr., a former President of Joint Council 25 and an International Representative, was charged with criminal contempt of the court-ordered Consent Decree. Among other things, the Consent Decree permanently bars all Union members and officers from "knowingly associating" with any person barred from participating in Union affairs.

It is alleged that even after Mr. Hogan was permanently barred he nevertheless continued to knowingly associate with various Union members and officers on at least 150 occasions, in person and by telephone. In so doing Mr. Hogan is charged with having aided and abetted those members and officers in violating the Consent Decree, and thereby acting in criminal contempt of the Consent Decree. The matter is before Judge Preska.

B. JERRY VINCENT - LOCAL 783, LOUISVILLE, KENTUCKY

We have previously informed you that Local 783 Secretary-Treasurer Jerry Vincent allegedly brought reproach upon the IBT and violated his membership oath when he, subsequent to Michael Bane's and William T. Hogan's permanent bars from the IBT, had knowing and purposeful

contact with Mr. Bane and Mr. Hogan. General President Hoffa issued his decision, after Mr. Vincent renounced any intention of seeking future appointment or election to Teamster office or position, that Mr. Vincent was permanently barred from office and that he was suspended from membership for five years. The IRB notified Mr. Hoffa that his decision was not inadequate and filed an application in order for the U. S. District Court to review Mr. Vincent's claims regarding the disciplinary action that had been taken against him. Judge Preska's order of October 3, 2007, upholding the IRB's determination, is printed in full in this issue of the *Teamster* magazine.

IV. PROGRESS OF EXISTING CHARGES

A. DON HAHS - BLET HEADQUARTERS, CLEVELAND, OHIO

In the last issue of the *Teamster* magazine we reported that Don Hahs, an officer of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a Division of the Teamsters Rail Conference, allegedly violated his fiduciary duties to the BLET and its members, embezzled and converted BLET funds and property to his own use and the use of others, and brought reproach upon the IBT while President of the BLET by embezzling over \$58,000 from the BLET.

General President Hoffa adopted and filed the charges and a panel was appointed to hear the charges against Mr. Hahs. Prior to his scheduled hearing, Mr. Hahs signed an agreement which is under review by the IRB.

B. JAMES D. JACKSON - LOCAL 299, DETROIT, MICHIGAN

We have previously informed you that James D. Jackson, a member of Local 299, allegedly brought reproach upon the IBT and violated his membership oath when from July 26, 2001 to January 19, 2006, while an IBT member, he had knowing and purposeful contact with Michael C. Bane, who had been permanently barred from the IBT on July 17, 2001. General President Hoffa adopted the charge, a panel was appointed to hear the charge against Mr. Jackson, and a hearing was held on April 5, 2007.

On May 23, 2007, Mr. Hoffa accepted the recommendation of the hearing panel and permanently barred Mr. Jackson from the IBT or any other IBT-affiliated entity or Fund, from participating in the affairs of the IBT, and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

On September 11, 2007, the IRB notified Mr. Hoffa, Mr. Jackson and counsel for Mr. Jackson that it found the IBT decision to be not inadequate. When counsel for Mr. Jackson advised the IRB that they wished to file an appeal to the district court, the IRB made Application 129 to Judge Preska on November 6, 2007.

C. JOSEPH PIRRO - LOCAL 456, ELMSFORD, NEW YORK

We have previously informed you that Joseph Pirro, a member of Local 456, allegedly brought reproach upon the IBT and violated his membership oath when he, from at least 2003 to approximately January 2005, knowingly associated with Gregory DePalma, a member of organized crime. Mr. Hoffa filed the charge against Mr. Pirro and referred the matter back to the IRB for a hearing. The IRB held a hearing and on June 28, 2007, issued its decision that the charge against Mr. Pirro was proved and that Mr. Pirro has been permanently barred from the IBT. By way of Application 127, the IRB's decision was forwarded to the District Court for review by Judge Preska.

D. FRANCIS J. GILLEN - LOCAL 500, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Francis (Frank) J. Gillen allegedly brought reproach upon the IBT and failed to cooperate with the IRB while International Vice President, Joint Council 53 President, Pennsylvania Conference of Teamsters President and Local 500 President, when during his sworn examination on February 1, 2007, he gave intentionally false testimony concerning his association with permanently barred member Thomas Ryan. In his sworn testimony he lied about his numerous contacts with Ryan after Ryan was barred.

Mr. Hoffa adopted the charges, a panel was appointed to hear the proposed charges against Mr. Gillen, and a hearing was held on July 11, 2007. On August 3, 2007, Mr. Hoffa and Mr. Keegel notified Mr. Gillen that the General Executive Board, by a two-thirds vote of the uninvolved members hearing the charges, adopted the recommendations of the hearing panel which were that he be barred from holding office for five years and from membership in the IBT for three years.

The IRB found the decision to be not inadequate. After counsel for Mr. Gillen advised the IRB that they wished to file an appeal with Judge Preska, the IRB made Application 128 to Judge Preska on September 25, 2007.

E. GEORGE DiPILATO - LOCAL 502, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that George DiPilato, former President of Local 502, while a member and the President of Local 502, allegedly violated his fiduciary duties to the Local and its members, embezzled and converted Local funds and property to his own use and the use of others, and brought reproach upon the IBT when he embezzled over \$20,000 from Local 502. Mr. Hoffa filed the charges against Mr. DiPilato. Prior to his hearing, Mr. DiPilato resigned from membership in Local 502 and the IBT and he signed an agreement to serve a five-year suspension from membership, to uphold the associational ban, and

to pay \$22,452 to Local 502 for the funds and property the IRB alleged he received improperly. The agreement, with evidence of restitution of \$22,452, was approved by Judge Preska on November 21, 2007.

F. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

In the last issue of the *Teamster* magazine we reported that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly brought reproach upon the IBT, breached his fiduciary duties and interfered with the union's legal obligation to comply with the March 14, 1989 Consent Order when he failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

On September 12, 2007, General President Hoffa adopted and filed the charge and a panel was appointed to hear the charge against Robert A. Hogan. A hearing was held on November 28, 2007.

G. LOCAL 714 - BERWYN, ILLINOIS

In our last report in the *Teamster* magazine we reported that the IRB recommended to General President Hoffa that Local 714 be placed in trusteeship. The report concluded that the Local is being conducted in a manner to jeopardize the interests of the Local, the Local is not being run for the benefit of the members, and at five Local 714 employers the Local failed to perform duties of a bargaining representative. The report further concluded that Local 714 principal officer Robert A. Hogan and President James M. Hogan jeopardized the Local's interests by failing to monitor, investigate and take appropriate action regarding the likelihood of Robert Riley's violation of the Consent Order by continuing his lifelong, close relationship with William T. Hogan, Jr. after hiring Mr. Riley following William T. Hogan, Jr. being barred from the union. By their conduct, Robert and James Hogan put the interests of William T. Hogan, Jr. and family friend Mr. Riley above the interests of the Local which required that the Local and its employees comply with the Consent Order which prohibited IBT members from knowingly associating with a barred person such as William T. Hogan, Jr.

In addition, by failing to perform the duties of a collective bargaining representative at five companies, there were non-union workers performing bargaining unit work. The Local acquiesced in the employers' use of the non-union workers for whom no dues were paid to the Local and no employer benefit fund contributions were made. In lieu of establishing a trusteeship, Mr. Hoffa appointed a Personal Representative who is responsible for reviewing all Local Union matters requiring Executive Board approval.

H. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing which was held by the IRB. On October 19, 2006, the IRB issued its decision permanently barring Mr. D'Angelo from Local 813 and the IBT. The decision is with Judge Preska for review.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 85 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

VI. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK

88 CIV. 4486 (LAP)

MEMORANDUM AND ORDER

UNITED STATES OF AMERICA,

Plaintiff,

-against-

INTERNATIONAL BROTHERHOOD

OF TEAMSTERS, *et al.*,

Defendants.

APPLICATION NO.125

Re: JERRY VINCENT

LORETTA A. PRESKA, United States District Judge:

On November 20, 2006, the Independent Review Board ("IRB") filed Application 125 in order for this court to review Jerry Vincent's claims regarding disciplinary action that had been taken against him based upon recommended charges by the IRB. For the reasons set forth below, the Court grants Application No. 125 of the IRB and upholds its determination in all respects.

BACKGROUND

I. FACTUAL BACKGROUND

Jerry Vincent ("Mr. Vincent") was Secretary-Treasurer of Local 783. (Ex. G, p. 1.)¹ Mr. Vincent had been a Teamster member for over forty-five years and had been an elected Union official for over twenty-four years. (*Id.*) He had built many relationships over the years, and, however difficult severing these relationships is, when an individual is barred, there can be no further contact with that person. (*Id.*) Mr. Vincent was accused of knowingly associating with individuals who have been barred from participating in union affairs, particularly Michael Bane ("Bane") and William T. Hogan, Jr. ("Hogan") (Ex. D, p. 1.)² The records reflected that Bane called Vincent's home on at least five occasions, at least seven calls were made from Local 783 to Bane's telephone number, and that three calls were made from Bane's phone number to Local 783's toll free number. (*Id.*) The records also reflected that one call was made by Mr. Vincent to a number that turned out to be Hogan's and another call was made to that number by Local 783 Vice President John McCarty, allegedly at Vincent's direction.

1 "Ex. G" refers to Exhibit G of the Exhibits to Application 125 of the Independent Review Board. Exhibit G is the May 19, 2006 Revised Report and Recommendations Regarding Charges Against Jerry Vincent issued by James P. Hoffa, General President of the International Brotherhood of Teamsters, in which he adopts the IBT Panel's second report as his own.

2 "Ex. D" refers to Exhibit D of the Exhibits to Application 125 of the Independent Review Board. Exhibit D is the March 29, 2006 Report and Recommendations Regarding Charges Against Jerry Vincent initially issued by James P. Hoffa, in which he adopts the IBT Panel's initial report as his own.

(*Id.*) Mr. Vincent admitted that he had a telephone conversation with Hogan, that he was aware of Hogan's bar, and that he was prohibited from associating with barred individuals. (Ex. D, p. 2.) Vincent similarly admitted to conversations with Bane. (*Id.*)

II. PROCEDURAL BACKGROUND

On March 29, 2006, General President James P. Hoffa ("Hoffa") adopted the IBT Panel's initial recommendations and conclusions as his own. The IBT Panel unanimously concluded that Vincent was guilty of the charges of having knowingly associated with two barred individuals. (*Id.* at p. 6.) The IBT then recommended that Mr. Vincent be suspended from office, membership and employment for a period of one year and that during this suspension he be barred from accepting any compensation from Local 783 or any other IBT entities; that he not accept or receive any benefits, gratuities, or gifts of any kind from Local 783 or any other IBT entities; that he not attend or participate in any of the activities or affairs of Local 783 or any other IBT entities and that he be barred from communicating with any present or barred IBT members; and that he not be permitted to take, or to accept after the expiration of the suspension period, any compensation in money or other things of value to replace the compensation or benefits lost pursuant to suspension. (Ex. D, p. 11-12.)

On April 28, 2006, the IRB informed Hoffa that the March 29, 2006 Decision with respect to the IBT-recommended charges against Mr. Vincent was "inadequate." (Ex. G, p. 1.) Hoffa then referred the matter back to the IBT Panel to address the issues set forth by the IRB. (*Id.*) While the matter was under review by the IBT Panel, Mr. Vincent informed the IBT that he "unconditionally renounces any intention of seeking future appointment or election to Teamster office or position." (*Id.*) Based upon this new circumstance and the IRB's letter dated April 28, 2006, the Panel amended its findings and recommendations. (*Id.*) The amended decision reflected the following: that Mr. Vincent be permanently barred from accepting any office, employment, or compensation from Local 783 or any other IBT entities, including salaries, severance payment or compensation of any kind; that Mr. Vincent be permanently prohibited from attending or participating in any manner in the activities or affairs of Local 783 or any other IBT entities; that Mr. Vincent be suspended from membership for a period of five years, during which time he would be prohibited from knowingly associating with any IBT members, including barred former members, except as may be necessary to

communicate with a member regarding his retirement and health benefits. The Panel also recommended that after five years, assuming no violation of the foregoing conditions, Vincent be permitted to have social contacts provided he refrain from any contacts and associations with IBT officers, members, employees, representatives, and agents and provided he refrain from contacts and associations relating to Union matters and continues to refrain from knowing association with barred former members. (Ex. G, p.p. 3, 6.) By letter dated June 12, 2006, the IRB found the revised IBT decision to be "not inadequate." (Ex. F.)³ On November 20, 2006, the IRB submitted Application 125, in which it requested that this Court adopt the IRB's determination that the IBT's handling of the charges recommended by the IRB was "not inadequate." (App. 125.)⁴

DISCUSSION

I. STANDARD OF REVIEW

This Court reviews determinations made by the IRB with "great deference." *United States v. IBT* ("DiGiriamo"), 19 F. 3d 816, 820 (2d Cir. 1994) (citing *United States v. IBT* ("Friedman & Hughes"), 905 F. 2d 610, 616-17 (2d Cir. 1990)). The IRB decision is set aside only if it is "arbitrary, capricious, an abuse of discretion, or otherwise not in accordance with the law." *United States v. IBT* ("Carey & Hamilton"), 247 F. 3d 370, 380 (2d Cir. 2001) (citing 5 U.S.C. § 706 (2)(A)). The standard of review requires that the decision be supported by "substantial evidence," which is more than a "mere scintilla." *United States v. IBT* ("DiGiriamo"), 19 F. 3d 816, 820 (2d Cir. 1994) (citing *United States v. IBT* ("Cimino"), 964 F. 2d 1308, 1311-12 (2d Cir. 1992)). However, it is something less than the weight of the evidence, and the standard may be met even though the possibility of reaching inconsistent conclusions exists. (*Id.*)

II. MR. VINCENT KNOWINGLY ASSOCIATED WITH BANE AND HOGAN

The Consent Decree forbids IBT officers, representatives, employees, and members from knowingly associating with a member or associate of organized crime or "any person otherwise enjoined from participating in union affairs." (Consent Decree, ¶ E(10).)⁵ When contact is purposeful and not incidental it is prohibited, regardless of whether the association is for an improper purpose. *DiGiriamo*, 19 F. 3d at 822. The Consent Decree's associational ban prohibits IBT members from knowingly asso-

³ "Ex. F" refers to the letter sent to Mr. Hoffa from the IRB, in which it found the revised IBT decision to be not inadequate, and which is attached as Exhibit F to the Exhibits to Application 125 of the Independent Review Board.

⁴ "App. 125" refers to Application 125 of the Independent Review Board submitted to the Court by the IRB.

⁵ "Consent Decree" refers to the settlement entered on March 14, 1989 between the United States of America and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO, *et al.*

ciating with any organized crime figure or any person who has been "enjoined from participating in union affairs." *United States v. Mason Tenders District Council*, 205 F. Supp. 2d 183, 190 (S.D.N.Y. 2002). The ban applies to current IBT members, and so the IRB and the Union may enforce it against current members by bringing disciplinary charges. (Gov. Letter, p. 4).⁶

Mr. Vincent admitted that he knew at the time of the contacts with Bane and Hogan that they had been barred from the Union and that his contacts with them were prohibited. (Ex. 1, p. 70, 74.)⁷ It is not relevant whether the contacts pertained to Union affairs. It is well settled that knowing association includes contacts that have "no illegal purpose." *United States v. IBT*, 824 F. Supp. 410, 414 (S.D.N.Y. 1993); see also *Carey & Hamilton*, 247 F. 3d at 390-91.

III. THE SANCTION IS NOT ARBITRARY OR CAPRICIOUS

Mr. Vincent argues that the IRB misled the IBT Panel into believing that a greater sanction was required. (Obj., p. 8.)⁸ In reviewing IRB sanctions, a court asks only whether the sanction represents an allowable judgment. *United States v. IBT (Wilson, Dickens, Weber)*, 978 F. 2d 68, 73 (2d Cir. 1992). "The reviewing court should not overturn the IRB's choice of sanctions unless it finds the penalty unwarranted in law or without justification in fact." *United States v. IBT ("Simpson")*, 120 F. 3d 341, 348 (2d Cir. 1997). Further, according to the Consent Decree, if the IRB finds a proposed resolution to be inadequate, it "shall notify the IBT affiliate involved of its view, and the reasons therefore." (Consent Decree, ¶ G(f).) Thus, his argument that the IRB misled the IBT Panel is contradicted by the requirements set forth in the Consent Decree.

Moreover, Mr. Vincent's argument that the sanction imposed against him is unwarranted in law or without justification in fact lacks support. (Obj., p. 6.) In *United States v. IBT ("Boggia")*, the Court explained that expulsion from union membership "is permissible under the LMRDA if the union's constitution so provides" and that "[t]here is no dispute that the IBT Constitution provides that a member may be stripped of membership rights if found guilty of misconduct." 167 F. 3d 113, 120 (2d Cir. 1999). Further, Mr. Vincent's reliance on *Giacumbo* is misplaced. In that case, the Court found that the final sanctions imposed by the IRB could not stand because they resulted from the dis-

trict court's repeated remand orders that effectively required the IRB to impose stricter sanctions. *Giacumbo*, 170 F. 3d at 144. The Court found the many district court reviews to have "misled" the IRB. *Id.* at 145. That situation bears no resemblance to the situation in the present case. The IRB's letter finding the First IBT Decision to be "inadequate" neither required the IBT Panel to change its decision nor suggested an alternate sanction for Mr. Vincent but merely notified the IBT to "[N]otify the IRB in writing of what actions, if any, have been taken to correct the deficiencies described ..." (Ex. E.)⁹

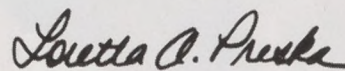
Finally, Mr. Vincent may not argue that a five year suspension is a disproportionate penalty when compared to penalties imposed upon otherwise IBT members. "Uneven application of sanctions does not normally render the sanction imposed in a particular case arbitrary and capricious." *Giacumbo*, 170 F. 3d at 144. The Court finds that the penalty is comparable to those imposed on other IBT members.

CONCLUSION

For the reasons stated above, the IRB's decision is affirmed in all respects.

SO ORDERED:

Dated: New York, New York
October 3, 2007



LORETTA A. PRESKA, U.S.D.J.

⁶ "Gov. Letter" refers to the letter submitted to this Court by the Department of Justice on January 30, 2007, asserting that the IRB application should be granted.

⁷ "Ex. 1" refers to Exhibit 1 attached to the IRB's report recommending charges against Mr. Vincent, and is the Examination Under Oath of Jerry Vincent, dated September 14, 2005.

⁸ "Obj." refers to the Objection of Jerry Vincent to Application 125 of the Independent Review Board, dated December 21, 2006.

⁹ "Ex. E" refers to the letter sent to Mr. Hoffa from the IRB, in which it found the initial IBT decision to be inadequate, and which is attached as Exhibit E to the Exhibits to Application 125 of the Independent Review Board.



AP WIDE WORLD

Come Together: In Solidarity

ON DAY OF DEATH, JOHN LENNON PLANNED TO VISIT TEAMSTERS' STRIKELINE

John Lennon may have been just a dreamer about world peace, but he was willing to walk the line when it came to issues of workers' justice. On the day of his death, Lennon was making preparations to fly to San Francisco to attend a rally with striking Teamsters.

Lennon was an ardent activist and supported many causes, most notably the anti-war movement. But the strong interest he and his wife, Yoko Ono, took in labor affairs is less familiar to the public.

In California, the Teamsters represented workers at three Japanese food companies in Los Angeles and San Francisco. The largest of these Japanese-owned companies was Japan Foods Corporation, a subsidiary of Kikkoman, producer of the popular soy sauce. When negotiations reached a halt, the workers went on strike on November 13, 1980.

Family Matters

Shinya Ono, a shop steward from Local 630 in Los Angeles, was a seasoned organizer and advocate for immigrant workers and known as the Japanese-American Woody Guthrie by fellow Teamsters and friends in the Little Tokyo neighborhood of Los Angeles. He knew they needed something big to bring attention to their cause. So he called his cousin Yoko and her husband to ask for help.

It did not take much effort to convince Yoko and Lennon to make a statement in support of the strikers. The statement was released by the Teamsters and picked up by media across the country. But Lennon went a step further. He asked Shinya Ono if there were any marches or rallies planned. When told yes, Lennon agreed to come out and participate in a march and rally in San Francisco the week of December 8.

Working Class Hero

"Yoko is helping because she is Japanese and my cousin. John is coming even though he is a superstar because he understands our situation and knows how we feel—he came from the working class," Ono told fellow workers. "She has sympathy, he has empathy."

Lennon was happy about participating and excited about taking his son, Sean, 5, to the rally. He had purchased airline tickets and was making preparations to travel. He made arrangements to call one of the strikers with a new statement on December 8. He never got the chance. Mark David Chapman, a mentally ill fan, assassinated him outside his home in New York City that evening.

Lennon once said that your way of life is a political statement. He did not just believe in the labor movement's quest for fairness, equality and justice. He joined in.

TEAMStar Annual Open Enrollment

The annual open enrollment period for the TEAMStar Retiree Health Program is now available through March 31, 2008. During this period, Medicare-eligible Teamster retirees age 65 or older, their spouses and surviving spouses are guaranteed acceptance with no waiting periods regardless of any preexisting health conditions!

Here are some service features you'll appreciate:

- **Group buying power** — Rates not available to the general public.
- **"Automatic" Claims Filing PLUS[®]** — helps eliminate the paperwork hassles associated with Medicare Part B claims filing and maximizes eligible benefits due under your coverage.
- **Freedom of choice** — No provider list and no referral process to see a specialist.

If you enroll after the open enrollment period, you will need to qualify by answering the health questions on the application, and certain waiting periods may apply. TEAMStar information packets are being mailed to all retirees in late January. Please review your packet and see for yourself how TEAMStar can help you!

**For additional information, or if you
need another enrollment packet
call 1-800-808-3239 or visit our website
at www.teamstar.com**



RAE61106

Education Opens Doors

International Brotherhood of Teamsters 2008-2009 Academic Year Scholarships



The James R. Hoffa
Memorial Scholarship Fund

For High School Seniors who
are Children or Grandchildren
of Teamster Members

Deadline for applications is
March 30, 2008.

For more information, contact
your local Teamsters Union of-
fice or visit www.teamster.org

TEAMSTER

WELCOME
UPS FREIGHT
TEAMSTERS

Full Steam Ahead At UPS Freight

Thousands of Workers Join the Teamsters from Coast to Coast



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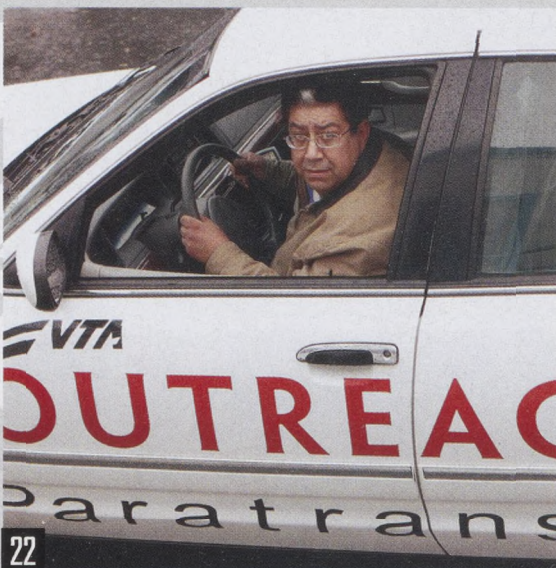
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TEAMSTER

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International Brotherhood of Teamsters
25 Louisiana Avenue, NW,
Washington, DC 20001-2198
202-624-6800

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A MESSAGE FROM THE GENERAL PRESIDENT

UPS Freight Campaign Moves Forward

As this edition of *Teamster* magazine went to press, more than 6,000 workers at UPS Freight (formerly Overnite Transportation) had joined our union, a phenomenal success in a phenomenal campaign. You may recall that during the 27th International Convention back in June 2006, we announced that we had won a card-check agreement with UPS Freight. The plan was to negotiate a strong contract at one location—Indianapolis—and use that winning contract as a model to negotiate contracts at other locations. After the Indianapolis workers voted to ratify their contract 107-1 last October, we prepared for the campaign that is under way. International Vice President Ken Hall has been working closely with the local unions and the Organizing Department to coordinate the card signings. Organizing through card-check is an efficient, smart way to grow our union and increase Teamster Power. Thousands more UPS Freight workers will join the union in the coming weeks and months. Our goal is to provide the 12,600 UPS Freight workers who are eligible to become Teamsters with a brighter future and a stronger voice at work.

A Core Industry

This campaign involves a core Teamster industry, and is especially gratifying given

the years of struggle many of these workers endured. For more than half a century, workers at Overnite had struggled to become Teamsters and win a Teamster contract, culminating in an unfair labor practices strike from 1999 to 2002 when Overnite was owned by Union Pacific railroad. Jimmy Jenkins, a dockworker at UPS Freight in Memphis, has worked for the company for nearly 11 years. Upon submitting his authorization card, he said, "I'm glad to finally see this day!" Jimmy, we're glad to finally see this day as well.

Positive Changes

UPS Freight employees work hard every day to handle and move freight across the United States. For far too long, they have been lacking the strong voice necessary to make improvements in their work lives. That is changing now, and thousands of families will be far better off because of it. When we ended the strike against Overnite and its parent company, Union Pacific, back in 2002, I pledged to continue to work with Overnite workers to help them make positive changes. That day has arrived, and justice is prevailing at UPS Freight terminals all over the United States.

James P. Hoffa

Priority: Job Security

Carhaul Teamsters Want Jobs, Benefits Protected

Job security and protecting pensions and health-care benefits are the top concerns of Teamster Carhaul members as talks for a new national contract get under way.

"The U.S. auto industry is facing very difficult times, and that directly affects our carhaul members. They are concerned about their job

security, and we will address those concerns in the contract negotiations," said Fred Zuckerman, Director of the Teamsters Carhaul Division. "We will also address their pension and health-care concerns."

Contract-proposal surveys were returned in January, and the union's National Automobile Transporters Indus-

try Negotiating Committee reviewed contract proposals in late January. National contract talks were expected to begin around March 1 (go to www.teamster.org for the latest update). The National Master Automobile Transporters Agreement, which covers about 10,000 Teamster carhaulers, expires May 31, 2008.

Rising gasoline prices and the growing financial crisis battered the U.S. car market in 2007. Sales fell by 2.5 percent to 16.15 million vehicles—the lowest level seen since the end of the 1990s. The Big Three automakers—GM, Ford and

Chrysler—are seeing their market shares dwindle and are trying to lower all their costs including what they pay companies to haul their new cars.

Recent Agreements

The recent concessionary UAW agreements with GM, Chrysler and Ford allow the companies to turn over responsibility for retiree health care to the

union. The agreements also established a two-tier wage structure that pays new workers less than current ones and diverts COLA payments into paying for health-care benefits.

For example, GM's new contract with the UAW reduces its health-care obligations by \$47 billion and cuts new worker compensation in half. Instead of a defined pension benefit, new hires will have contributions paid into a 401(k) and will have to contribute to their health-care premiums. GM's U.S. hourly labor costs dropped to \$10.1 billion in 2007 from \$12.6 billion in 2006, and will decline "significantly" from 2008-2011.

With the U.S. economy slowing down significantly, the auto sector is not expecting an improvement in 2008. Experts expect to see car sales in North America hovering between 15.5 and 15.9 million cars.

At this rate, the world's biggest car market could soon have to hand over the title to Europe with its growing eastern regions. It is within this difficult environment that the Teamsters Union will fight to protect carhaul jobs as well as pensions and health benefits in the upcoming negotiations.



GENERAL EXECUTIVE BOARD

James P. Hoffa
General President
25 Louisiana Ave. N.W.
Washington, D.C. 20001

C. Thomas Keegel
General Secretary-Treasurer
25 Louisiana Ave. N.W.
Washington, D.C. 20001

VICE PRESIDENTS
AT-LARGE
Randy Cammack
845 Oak Park Road
Covina, CA 91724

Fred Gegare
1546 Main Street
Green Bay, WI 54302

Ken Hall
267 Staunton Ave. S.W.
South Charleston, WV
25303

Carroll E. Haynes
50 Calhoun Avenue
New Rochelle, NY
10801

Fredrick P. Potter Jr.
3400 Highway 35
Executive Plaza, Suite 7
Hazlet, NJ 07730

Fred Simpson
20300 Civic Center Dr.
Suite 320
Southfield, MI
48076-4169

George Tedeschi
25 Louisiana Ave. N.W.
Washington, D.C. 20001

TEAMSTERS CANADA
Robert Bouvier
President
Teamsters Canada
2540 Daniel Johnson
Suite 804
Laval, Quebec
Canada H7T 2S3

Tom Fraser
1890 Meyerside Drive
Mississauga, Ontario
Canada L5T 1B4

Don McGill
490 E. Broadway
Vancouver, B.C.
Canada V5T 1X3

CENTRAL REGION
John T. Coli
5940 W. Montrose Ave.
Chicago, IL 60634

Patrick W. Flynn
4217 South Halsted St.
Chicago, IL 60609

Cheryl Johnson
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Walter A. Lytle
2644 Cass Street
Fort Wayne, IN 46808

Gordon Sweeton
1601 Maiden Lane
Joplin, MO 64802

EASTERN REGION
Jack Cipriani
P.O. Box 35405
Greensboro, NC 27425

Daniel J. Kane Sr.
1308 Pierce Street
Rahway, NJ 07065

John Murphy
348 D Street
Boston, MA 02127

SOUTHERN REGION
Tyson Johnson
1007 Jonelle Street
Dallas, TX 75217

Ken Wood
5818 E. MLK Jr. Blvd.
Tampa, FL 33619

WESTERN REGION
J. Allen Hobart
14675 Interurban Ave. S.
Suite 301
Tukwila, WA 98168

Chuck Mack
P.O. Box 2270
Oakland, CA 94621

Jim Santangelo
818 S. Oak Park Road
Covina, CA 91724

TRUSTEES
Ferline Buie
2120 Bladensburg
Rd. N.E.
Washington, D.C.

Frank Gallegos
207 North Sanborn
Salinas, CA 93905

Henry B. Perry Jr.
976 E. Brooks Ave.
Memphis, TN 381

Southern Comfort

Local 991 Members Secure New Contracts at Allied Waste

In mid-January, workers at Allied Waste facilities in Alabama and Florida overwhelmingly ratified new contracts. The agreements boost wages and leave time, and improve workers' 401(k) and health care.

"The main thing we were concerned with was having our benefits defined, and we got that," said Jerry Kroll, roll-off driver at the Allied Waste facility in Pensacola, Florida. "Now we have guarantees that our vacation time won't be changed, and our choice of insurance plan won't be changed."

"These conditions do a lot to fix our wage structure," said Lavon "Rooster" Lindsey, an operator at Allied Waste's Timberlands landfill in Brewton, Alabama. "They're a big step forward."

Negotiated by Local 991 in Mobile, Alabama and the Solid Waste, Recycling and Related Industries Division, the contracts feature an improved grievance procedure, strengthened seniority rights and improved benefits.

The contracts cover approximately 60 drivers, helpers, mechanics, transfer station workers and scale-house employees at Allied Waste's facility in Pensacola and some 15 mechanics, operators and scale-house clerks at the Timberlands landfill. The contracts feature three percent wage increases on April 1, 2008 and 2009 and the Blue Cross/Blue Shield PPO was retained. As this

issue went to press, voting for a similar contract was scheduled for the 35 workers at Allied Waste's facility in Mobile.

"We've been negotiating hard with Allied Waste for several months," said Jim Gookins, Local 991's Secretary-Treasurer. "The workers rejected one contract the company proposed and authorized a strike. The company knew they were serious. As a result, we got the language in the contract that our members were after. Our members really stuck together."

A Trip to Home Depot

Allied Waste members across the country took action against the company's failure to

address their needs in December, when they distributed fliers at Home Depot stores. The flier informed customers of Allied Waste's bad behavior. (Allied Waste handles trash for Home Depot.)

"Handing out the fliers was quick—we were only there for five minutes before we were asked to leave—but it definitely got Allied's attention," said Kroll, who handed out fliers at a Home Depot store in Pensacola.

In addition to Local 991, Allied Waste workers who are members of Local 728 in Atlanta; Local 326 in New Castle, Delaware; Local 50 in Belleville, Illinois; Local 767 in Fort Worth, Texas; and Local

984 in Memphis, Tennessee distributed leaflets at Home Depot stores. As this issue went to press, the locals were in various stages of negotiations with Allied Waste.

The Solid Waste Division and locals coordinated bargaining goals via conference calls, and Division representatives have joined locals' bargaining sessions.

"Allied Waste was stalling at the negotiating table," said Bob Morales, Solid Waste Division Director. "We knew we had to work together to get our negotiations back in gear. So far, Local 991 members have contracts and more are on the horizon."

"These contracts do a lot to fix our wage structure. They're a big step forward."

— LAVON "ROOSTER" LINDSEY, OPERATOR AT ALLIED WASTE



PHOTOGRAPHY BY JEFF BOND.

Disaster Relief

Teamsters Assist Flood Victims

When recent flooding in the Pacific Northwest hit area homes and businesses, Teamster Joint Councils, locals and members sprung into action to help those in need.

"I came home from work, turned the TV on and saw that the flooding had started. A local TV station was having a drive to collect items for people, so I called my principal officer, Rick Hicks at Local 174, and he said, 'We need to help out,'" said Gary Ploegsma, an eight-year member of Local 174 in Tukwila, Washington.

A parade of relief trucks organized by KOMO-TV and the Salvation Army drove to Centralia, Washington to deliver donations. The Local 174 truck led the charge, unloading donated goods for those affected by the floods. The 53-foot truck was filled with items from the community, including clothing, food and other necessities. The Teamster truck was one of seven trucks carrying an estimated \$750,000 in supplies.

Reaching Out

"We feel for the Teamster members and their families who have



been devastated by this act of nature. We are doing all that we can to let them know that they are not alone and that we are here to help," said Al Hobart, International Vice President and Joint Council 28 President.

Countless Teamster locals throughout Washington and Oregon worked together to reach out to those in need.

Washington Locals 231 in Bellingham and 763 in Tukwila donated cribs, play pens and supplies, while the Joint Council 28 Women's Caucus purchased supermarket gift certificates for members. Centralia, where Local 252 is located, was one of the most heavily affected areas. Local 252 received donations from Joint Council 28,

Trade Winds

Fighting Against Bad Trade Agreements



The tide of public opinion against unfair trade is turning slowly, but after more than a decade of NAFTA disasters, it's decidedly turning. Some of the Teamsters Union's most important new allies on Capitol Hill got there because they campaigned in the 2006 elections against free trade policies. They include Sen. Jon Tester of Montana, Reps. Betty Sutton of Ohio, Nancy Boyda of Kansas, Phil Hare of Illinois and Dale Kildee of Michigan. Sen. Barack Obama believes that NAFTA needs a major overhaul and has said that when he is president, he will work with the leaders of Canada and Mexico to fix NAFTA. Most startling, a recent poll in *The Wall Street Journal* showed 59 percent of Republicans—and a similar number of Democrats—believe free trade policies hurt the economy. The

Teamsters are fighting on the front lines of the battle against such job-killing policies as new free trade agreements, cross-border trucking and weak enforcement of intellectual property theft.

Free Trade Agreements

Late last year, Congress passed what will probably be the Bush administration's last so-called free trade agreement. The Teamsters strong fight against the Peru Free Trade Agreement made it far less likely that another will be brought before Congress.

In the run-up to the House and Senate votes on the worker-unfriendly deal, Teamsters General President Jim Hoffa met with members of Congress, held press conferences, wrote letters, appeared on television and issued statements after statement. He reminded

Locals 117, 174, 231, 313, 589, 690, 763, and 839, as well as from many individuals, including local union staff and members. In Oregon, Joint Council 37 drivers from Safeway and Albertsons delivered water and canned foods to communities along the coast where more than 400 Teamster members work at the Tillamook factory. And Teamster members across the region reached out to fellow Teamsters and neighbors in need of assistance.

Teamster Support

"Without the support of Locals 174 and 252, we couldn't have done as much as we did. They got us right at the front door of the disaster relief center," said Dave O'Hara, a 31-year Teamster who helped feed more than 600 displaced persons. "It's just a hot dog or

hamburger to me and you, but they were so grateful."

While Teamster members have been traveling to the hardest hit communities to help out, Teamster locals have been providing their members with Teamsters Disaster Relief Fund paperwork, as well as dispensing gift cards for necessities. Locating members has proven difficult in some of the hardest hit areas where the clean up from the damage still continues. Mike Mauermann, Secretary-Treasurer of Local 252, lives in one of the hardest hit areas.

"The high winds, the flooding—anything I experienced living in the area my entire life paled in comparison to this," Mauermann said. "It may be off the headlines, but we'll be dealing with this for quite some time."

Intellectual Property Theft

The Teamsters have fought another threat to American jobs: intellectual property theft. Hoffa has testified before Congress, supporting a bill that would raise fines for copyright infringement and give the government more power to enforce already existing intellectual property laws.

With thousands of Teamsters employed in the motion picture and television industry, Hoffa expressed his concern with the ever-growing negative impact counterfeit products from overseas and pirated media has on corporate health.

"Some people might think it's no big deal to buy a knock-off handbag or fake DVD, but it is," Hoffa said. "These crimes kill jobs—good jobs that our union has fought to protect for more than a hundred years."

Congress that the Peru deal will undermine U.S. sovereignty, encourage offshoring of American jobs and do nothing to protect workers, consumers or the environment in either country.

"Workers here and in Peru deserve better," Hoffa said. "I've watched families destroyed and communities devastated as American businesses pack up and move away because of these agreements."

Teamsters did their part. More than 10,000 e-mails were sent by Teamsters to members of Congress opposing the Peru Free Trade Agreement. They made 1,000 telephone calls to House members and another 500 to the Senate, all with the same message: Vote against the Peru Free Trade Agreement. As a result of Teamster action, a majority of Democrats voted against the deal in December.

Law And Order

Special Deputies Organize, Secure Improved Working Conditions

Recently, 101 special deputies at the St. Joseph County Jail in South Bend, Indiana overwhelmingly ratified their first contract and solidified their membership at Local 364.

"We think the contract is great," said Special Deputy Greg Moore. "It's going to open doors in the future for everybody for raises, better working conditions, and shift and job-bidding. Those are big things. For those of us who have been here for years this contract means a lot."

The agreement secures a grievance procedure, seniority rights and shift-preference rights, and establishes bargaining dates for wage increases in county budgets for 2009 and 2010. Additional sick, vacation and personal days were also obtained, and the agreement includes wage openers for its second and third years.

"The deputies were very excited about the contract and becoming Teamsters," said Bob Warnock, President of South Bend-based Local 364. "With it,

they have taken their first step toward securing the things they're after: job security, fair treatment and wage increases."

After reaching a card-check agreement with the sheriff last year, Local 364 presented cards signed by a clear majority of the deputies, expressing their desire to join together as Teamsters. Following a review by an impartial local minister, bargaining began. The three-year contract, ratified 53-25, follows 16 months of negotiations between the local and St. Joseph County.

In Full Force

"Shift preference and job bidding are very important to us," said Special Deputy Dan Wiesniski. "With our contract, we go by seniority, making bidding fair for everybody. That means that the guys who have been here the longest have a say if they're looking for a shift that lets them see their families."

"Many of the special deputies told me, 'Now we have a contract just like other county workers,'" Warnock said. "The support of our fellow members in the public services makes a difference."

In addition to the special deputies, Local 364 represents 75 workers at the St. Joseph county highway department, St. Joseph County parks department and South Bend Regional Airport. The latter group includes police, safety and fire workers.



Time For Change

Future of Camp Cars in the Balance After U.S. House Vote

Recently, representatives in the U.S. House passed the Railroad Safety Improvement Act, eliminating camp cars and decreasing limbo time, both important issues for Teamsters Rail Conference members. The vote was an overwhelming 377-38.

As the U.S. House prepared for a floor vote on the Rail

Safety Bill of 2007 this past fall, anti-union lobbyists from Norfolk Southern (NS) railroad were pounding the halls of Congress. Their mission: try to convince members that camp cars, the mobile dormitories used to house rail crew members while on assignment, were good for members. The Teamsters Rail Conference, though,

had plans of its own and brought in seven NS members and other volunteer political coordinators.

"We came to D.C. to wake up our legislators about the horrible conditions that NS puts us in every day we are on the job," said a Brotherhood of Maintenance of Way Employees Division (BMWED)

member from Virginia, who spoke anonymously because of concerns about retaliation by the employer. "I've traveled in camp cars for rail work for the past three years in Ohio, Virginia and even down to Jacksonville, Florida. These cars are cramped. There are eight men to each car."

"Our rail members, the engineers, trainmen and maintenance of way workers who ensure that this nation's rail system runs safely, won a major victory with the passage of H.R. 2095," said Jim Hoffa, Teamsters General President.

The conditions are cramped and filthy. The rail supervisors are supposed to taste the food to make sure it is edible, but apparently they don't eat it. Instead they go to a restaurant

"We came to D.C. to wake up our legislators about the horrible conditions that NS puts us in every day we are on the job."



Jacobson Named Director Of Construction Division

Stern Retires After Eight Years as Building Material and Construction Trade Chief



Ed Jacobson, the Western Region Director for the Building Material and Construction Trade Division, was named the division's new Director by General President Jim Hoffa, replacing Richard Stern, who retired in December.

Stern, who had worked for the Teamsters Union for more than two decades, served as division Director for eight years. Stern said one of his most memorable accomplishments was making retirement and health benefits attainable for traveling pipeline workers.

"When I first took over, it was nearly impossible for traveling pipeliners to save for retirement or qualify for health benefits," Stern said. "They simply couldn't get enough time in. They had to contribute to local funds. When the jobs were over they moved on, but their contributions didn't move with them." Today all pipeliners are covered by the Central States benefits funds. And no matter

where they are in the country, their benefits accrue uninterrupted.

Stern also ushered in new technologies, logging jurisdictional boundaries, databasing arbitration decisions, letters of assignments and other documents to help resolve disputes before they became major problems. "That made us more efficient and kept Teamsters working," he said.

Goals for the Division

Jacobson also credits Stern with growing the division, and said one of his initial goals is continuing that momentum. "Richard has done great work for this division for years and his leadership will be missed. I look forward to continuing his great work and doing my best to grow the division and fight for better national contracts for our members.

"Construction is an industry that stays within the confines of our borders and it is part of the infrastructure that keeps this country strong," Jacobson said. "I believe we need to focus on getting a larger percentage of that work, and that means working hand-in-hand with the other crafts."

A 34-year Teamster, Jacobson brings a wealth of knowledge and experience to the position. Jacobson began his career as a Teamster in 1973 as an employee at a scrap yard represented by Local 252 in Centralia, Washington. He was elected to his first office three years later, serving as a business agent at Local 252 then Secretary-Treasurer in 1979—a position he held for 24 years. Jacobson was named the division's Western Region Director in 1999. He is also the son of a 31-year member of the Teamsters Brotherhood of Maintenance of Way Employees Division.

"Ed Jacobson has done outstanding work for our union for more than three decades and I am confident he will continue to do so in his new role as Director," Hoffa said. "He brings the commitment and experience that will serve the division for years to come."

Seeing the Light

About a dozen members of the BMWED and BLET spent a week in Washington, D.C. speaking with members of Congress about the need to retain language in House Bill 2095 that eliminates camp cars. Many Democrats were already convinced that camp cars needed to be eliminated, and some Republican staffers, after initially rebuffing members' accounts of living in the cars, soon began to see the light.

"You could see their eyes bug out when we told them about the conditions we endure in the camp cars," said a member of the BMWED. "When I started on the rails I was young and I didn't know any better. But it didn't take long for me to get very tired of camp cars. They were always losing their power, air, heat or water. And it is not a clean place."

"Norfolk Southern is the last railroad to keep these substandard accommodations and we will be glad to see them go," said Fred Simpson, International Vice President and President of the BMWED. "Our members should never have had to endure the cramped and unsanitary conditions in those cars."

The Rail Conference and the legislative departments of the Teamsters, the BMWED and BLET will continue to work to keep the pressure on Congress so that the elimination of camp cars is secured.

"Construction is an industry that stays within the confines of our borders and it is part of the infrastructure that keeps this country strong. I believe we need to focus on getting a larger percentage of that work, and that means working hand-in-hand with the other crafts."

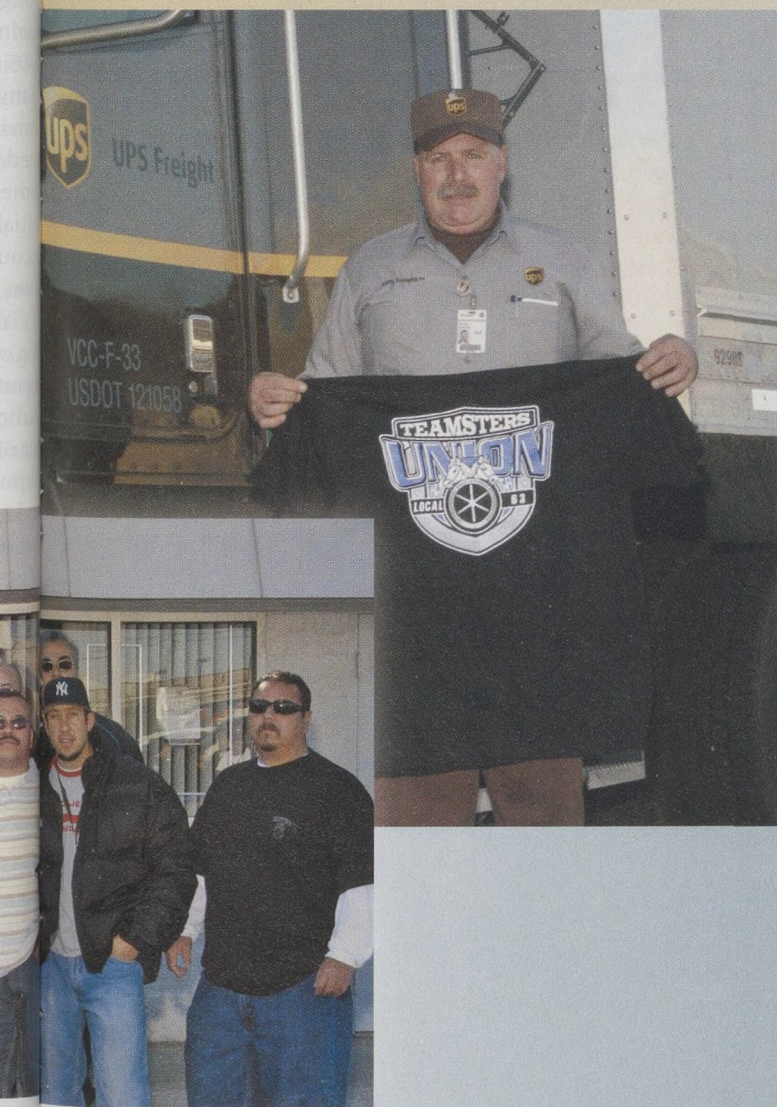
**— ED JACOBSON, DIRECTOR,
BUILDING MATERIAL AND
CONSTRUCTION TRADE DIVISION**

Full Steam Ahead **AT UPS**



UPS FREIGHT

**Thousands of
Workers Join
Teamsters from
Coast to Coast**



Donnell Jefferson, a UPS Freight dockworker in Memphis, said it feels great being a Teamster after years of struggling to join the union and finally being on track to win a Teamster contract.

"I feel great—I feel like we're going to the championship game," said Jefferson, a 10-year employee of UPS Freight and its predecessor, Overnite Transportation. "To me being a Teamster is about respect. I now know that I will be respected."

Jefferson and a majority of his 410 coworkers at UPS Freight in Memphis signed authorization cards to become Teamsters, part of a nationwide card-check agreement with UPS Freight. At press time, a majority of 6,000 workers had signed cards out of 12,600 prospective members. Workers are seeking fair wages, improved and more affordable health care, and a guaranteed pension, among other issues.

For perspective on the size and scope of this campaign, look back four years ago to when 3,100 America West workers voted to join the Teamsters. That victory was the largest private-sector organizing victory in years. The UPS Freight campaign already far exceeds that victory and the campaign is far from over.

Meanwhile, Jefferson's coworker on the Memphis dock, Anthony Pope, said the Teamsters Union stood behind the workers during the workers' fight for justice and a strong voice at work.

"I thank God for the Teamsters," said Pope, a 13-year employee. "The guys from Local 667 never let us down. They were with us from day one. They fought for us through thick and thin."

"Fairness is important to me. Being the only woman at my terminal, I have to deal with a lot of stuff. A Teamster contract will help bring more fairness to our terminal. We all do the same job, and we should be treated equally."

— VANESSA ALVAREZ, CITY DRIVER, COMMERCE, CALIFORNIA



"Get On Board"

As the organizing campaign continues across the country, Pope has a message for his brothers and sisters at other terminals who have not yet signed authorization cards to join the union.

"Get on board. Sign these cards and get what you deserve," Pope said. "You deserve it."

"Our card-check agreement with UPS Freight is helping us organize thousands of workers across the country, giving them the respect, dignity and work protections they have been fighting to achieve for years," said Jim Hoffa, Teamsters

General President. "Our UPS and freight members deserve much of the credit for going out there and spreading the word about Teamster Power and what it provides for our members."

"This is truly a historic campaign—we are organizing thousands of members in a core industry and we are doing it through a card-check agreement," said Ken Hall, Director of the Teamsters Package Division. "Soon, more than 12,000 workers at UPS Freight will have a more secure future after years of uncertainty."

For half a century, workers at Overnite have struggled to become Teamsters. The fight peaked from October 1999 until October 2002, when Overnite workers represented by the Teamsters led an unfair labor practices strike against the company, owned at the time by Union Pacific railroad.

In May 2005, UPS announced it was acquiring Overnite for \$1.25 billion from Union Pacific, laying the groundwork for today's organizing campaign. The Teamsters represented more than 238,000 workers at UPS, giving it leverage at Overnite,



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which UPS soon named UPS Freight.

Then, in 2006, at the Teamsters' 27th Convention, union leaders announced they had won a card-check agreement at one location. A short time later, the union announced that its campaign would kick off in Indianapolis, under the jurisdiction of Local 135.

One Company, One Union

The union launched its "One Company, One Union" campaign to raise awareness nationwide. Teamsters at UPS and in the freight industry did their part, talking to UPS Freight drivers across the country about the benefits of union membership.

In early October, UPS Freight workers in Indianapolis overwhelmingly ratified their first contract ever, by a 107-1 vote.

The agreement in Indianapolis improved wages, benefits and working conditions and is serving as the model to negotiate contracts covering thousands of other UPS Freight employees nationwide. The Indianapolis agreement also includes a strong grievance procedure so workers can challenge unfair decisions by management.

"I encourage UPS Freight workers to sign cards and join the Teamsters," said Scott Hylton, a city driver and 24-year employee in Indianapolis. "Conditions have improved greatly here in Indianapolis and we get much more respect now as Teamsters."

"UPS Freight workers all over the country do the same work as the India-

napolis workers do. They understand that and that is why they are taking the smart step of forming a union with the Teamsters," said Jeff Farmer, Director of the Teamsters Organizing Department. "This campaign is about improving the lives of thousands of families across the United States."

More Security

Roy Smith, who signed a card to join Local 299 in Detroit and who began working at Overnite in March 1992, said he is looking forward to seeing overtime addressed in the contract in Detroit. In Indianapolis, workers won overtime after working eight hours a day or 40 hours a week.

"We need the same overtime protections as the workers got in Indianapolis," Smith said.

Although Smith is classified as a full-time dockworker, he often works just five to six hours per shift and is then sent home.

"I would like to work at least eight hours per shift with overtime when it's available," Smith said. "Then maybe I wouldn't have to work two jobs. I hope the contract addresses this."

Smith, a longtime Teamster supporter, said being a Teamster means stability.

"I feel more secure in my job now. Once we have a contract, I can't be fired for just any reason," Smith said.

A Stronger Voice

Frank Trejo, a city driver at UPS Freight in the Los Angeles area, said he is relieved to once again be on his way to winning a Teamster contract. Trejo, a two-year UPS Freight employee, was a Teamster at Wonder Bread for three years and for five years before that at Service Container, a corrugated box company.

"Your voice is heard as a Teamster," Trejo said. "You've got a lot of backing—you're talking about 1.4 million fellow Teamsters. It's an organization that looks out for you."

With a Teamster contract, you have more job security, he said. "They just can't fire me for no legitimate reason," Trejo said.

"Better pay and better health-care benefits, that's why I like being a Teamster. The main thing is a guaranteed pension. I don't want to have to eat dog food when I retire," Trejo said.

James Duke, a road driver in Memphis, is hopeful the contract covering his terminal will address several longstanding problems.

"Getting paid for all overtime worked and for delay time is very important to us," said Duke, a two-year employee. "We also



Campaign Rolls Along

As this magazine went to press, a majority of 6,000 workers had signed authorization cards to join the Teamsters from coast to coast.

Some of the most recent victories include:

- ▶ Chicago area (four locations), about 800 workers
- ▶ West Virginia and Indiana (five locations), about 110 workers
- ▶ Texas (two locations), about 150 workers
- ▶ New England (eight locations), about 350 workers
- ▶ Memphis, about 400 workers
- ▶ Detroit, about 100 workers
- ▶ Oakland and Seattle, about 300 workers
- ▶ Southern California (four locations), about 750 workers
- ▶ Minneapolis and Milwaukee, about 160 workers
- ▶ Kentucky (two locations), about 300 workers
- ▶ New York state (two locations), about 300 workers
- ▶ Atlanta (three locations), about 360 workers
- ▶ Florida and Arizona (five locations), about 120 workers

need to control the costs of our health-insurance benefits. Insurance costs are going up all the time, and it's tough to keep up."

While the contract still needs to be negotiated, Duke said he already feels more secure now that he is on the way to becoming a Teamster. "I have more job security as a Teamster. With a contract, the company can't just come in and fire you."

The support for the union is extremely strong in Memphis, but there still are a few who are reluctant to get behind the organizing effort, Duke said. "A few are wishy-washy. I tell them, 'If you don't support the union, you're going to regret it. You don't want to work for UPS Freight without the Teamsters backing you up. If something happens to you, you've got someone to go to bat for you.'"

Teamster Advantage

Vanessa Alvarez, a city driver at the terminal in Commerce, California, hopes to join Local 63 in Covina, California.

"I would like to see a better health-care plan that costs less than the current plan," said Alvarez, a three-year employee. "It's also nice to know that as a Teamster, I have

more security. If I have a problem, I know there is someone to talk to who can help me."

Having a Teamster contract in the near future will also mean fairness on the job. "Fairness is important to me. Being the only woman at my terminal, I have to deal with a lot of stuff," Alvarez said. "A Teamster contract will help bring more fairness to our terminal. We all do the same job, and we should be treated equally."

John Morris, a city driver at the Rialto, California terminal, said he's glad to become a Teamster. Morris said his mother and father were union members, and his brother-in-law is a Teamster.

"I feel the Teamsters will give me the voice and backbone as an employee to stand up for what's right and for what's fair," said Morris, who has been a city driver for two years and worked on the dock for one year.

Morris agreed with other UPS Freight workers about the overtime issue, which he wants addressed in the contract. "I would also like to see seniority addressed. That would help fight favoritism," he said.

"When we found out we were becoming Teamsters, there was a euphoric feeling here in Rialto," said Morris, who worked at Motor Cargo Industries, which Overnite bought in 2001. "The opportunity to become a Teamster kind of fell into my lap. I'm definitely going to take it to the bank."

Fairness at Work

Daniel Aguilar, Morris' coworker in Rialto, agreed with Morris' assessment. "It's a great feeling knowing we have someone behind us—finally," Aguilar said.

The Teamsters will bring fairness to the workplace, Aguilar said. "Right now, there's a lot of favoritism. The Teamsters will help increase teamwork, which will make it a better place to work. Someone from the Teamsters local said 'Welcome to our family.' That really felt good."

Art O'Malley, a city driver in Newburgh, New York, who will join Local 707, said he and his coworkers are in a much

more secure place as Teamsters.

"A working man or woman without the backing of a strong, progressive and aggressive labor organization, like the Teamsters, is at a disadvantage in today's work environment," O'Malley said. "We need the security of a hard and fast contract to protect our jobs, our wages, our benefits and, most of all, our families."

Another Newburgh employee, Darrin Ruff, who has worked at UPS Freight for about a year, said that without a union contract, there are no guarantees for workers—the employer can change rules at any time. A Teamster contract will put guarantees in writing.

"With a Teamster contract, the company is obligated to follow what it says," Ruff said. "With the contract, we will know what our wages will be, when raises are due, what the benefits will be and how our pension will be."

Robert Seminuk, another Newburgh employee, said he's looking forward to a union contract so that rules don't change from day to day. "With a union contract, the company won't have a free hand, they will have a contract to follow. There won't be as many surprises. I know how a union works for members. We need a strong union, and the Teamsters are a strong union."

"Local 25 President Sean O'Brien has stood by me and my coworkers for several years and soon we will have our rights and protection in writing. We're ecstatic," said Patrick Kilduff, a Boston-area UPS Freight driver who joined Local 25 in Boston.

Teamster Again

Richard Olsen, a city driver at the terminal in San Leandro in Northern California, another ex-Teamster, said he is happy to become a Teamster once again. Olsen was a warehouse Teamster for 10 years at Albertson's supermarket before it closed.

"After I lost my job, I went to Teamsters truck-driving school run by Joint Council 7 to train for my current position," Olsen said. "It feels great becoming a Teamster

again. I'm looking forward to better working conditions under a union contract."

Many UPS Freight employees, including in Memphis, have been waiting for this day to come for years.

Herman Lewis, a dockworker in Memphis for nearly 14 years, endured the long struggle to get on the path to winning a Teamster contract.

"It's like a joyous daybreak in the long struggle we have faced," Lewis said. "Many of us, myself included, have waited a very, very long time for this day of equality. It's

on its way."

Memphis dockworker Jimmy Jenkins, said he agreed. "I have worked for Overnight and now UPS Freight for almost 11 years. I'm glad to finally see this day."

Michael Porter, also a dockworker in Memphis, is another employee who has labored for more than a decade at Overnight/UPS Freight.

"The Teamsters support the everyday, hardworking people in this country, and the union is the voice of reason," Porter said. "God bless the Teamsters."



MORE FIRST STUDENT AND FIRST TRANSIT DRIVERS JOIN TEAMSTERS

subsidiaries of United Kingdom-based transportation giant, FirstGroup. Meanwhile, 320 First Student drivers, mechanics and fuelers voted overwhelmingly to join Local 878 in Little Rock. These victories were the latest in a successful national campaign to improve working conditions in the private bus industry. Since the campaign kicked off in 2006, more than 5,300 private school bus workers have joined the Teamsters.



Tonawanda, New York

Respect

"The First Transit and First Student workers came to me because our local represents workers at two Laidlaw bus yards," said Richard Zak, President of Local 449. "They're looking for respect and to feel wanted in the workplace. And we are looking forward to putting together a great contract that will protect their rights and provide for what they deserve."

In New York, the First Transit drivers transport students within the campuses of the State University of New York, University at Buffalo, while the First Student drivers, mechanics and monitors transport younger, school-age students. Both sets of workers decided to form their union primarily seeking fairness on the job.

"We felt we were being treated unfairly and knew we needed a union. We needed the Teamsters," said Nicole George, a First Transit driver. George and her coworkers voted 39-1 to join Local 449.

Taking the Initiative

George and her First Transit coworkers were united from the very beginning. They approached Local 449 in October of last year, and within one week, 80 percent of the authorization cards had been signed. The workers cast their votes by mail-in ballot.

The First Student workers in Tonawanda also took the initiative to approach the local, seeking assistance in forming their union.

"We weren't being treated fairly," Codick said. "There is another First Student terminal right down the street with employees doing the same job and making more money. That's because they're Teamsters. That's when we decided to get in touch with the Teamsters."

Through joint efforts between the International Union and local organizers, the First Transit and First Student workers were able to quickly join the Teamsters. The First Student workers went to a vote one week after the First Transit workers voted "yes" for the union. Both sets of new members are now submitting proposals and looking forward to gaining strong Teamster contracts.

Going Above and Beyond

Meanwhile, in Little Rock, First Student employees put their all into making a dif-

ference in their lives, and the lives of their coworkers.

The workers didn't rely solely on Teamster organizers to do all the work, and instead went above and beyond to win a landslide victory in just a few months.

The new members, with their endless excitement and enthusiasm for the union, have injected a renewed energy at Local 878, said President Tim Nichols. The victory is the largest for the local in 20 years.

"This is the most positive, enthusiastic, proactive group we've ever dealt with. They are very eager and they are a pleasure to

ers' campaign to join the Teamsters. They also want safe buses that meet Transportation Department standards, and better pay and benefits, such as paid holidays and sick leave.

"We were being done wrong and we were fed up," said Barbara Stewart, a driver. "We won because everybody stuck together. We stood together like never before to get it done."

The company miscalculated how close-knit the workers are and how determined they were to become Teamsters, said Stephen Hanson, a driver and new member



work with," Nichols said. "So many of our members are under contracts that are very established, and sometimes we become complacent and take things for granted. I've had several members tell me this has given them a new appreciation for what they have as Teamsters in the workplace."

"Almost every day you could bet there'd be school bus drivers who would show up at the local to work," said Clint Shields, a volunteer organizer at Local 878 who works for ABE. "I've never seen a group of people so enthusiastic about becoming Teamsters. It was awesome."

Sticking Together

Addressing employee favoritism at First Student was a big motivator in the work-

of Local 878. The overwhelming vote of 243-3 sends a big signal to management that the workers are serious about improving their families' lives.

"We don't just punch the clock, say 'hi' and go home," Hanson said. "We see each other after work at barbeques and pool parties. Everyone knows each other's kids. We're a family."

Even the workers were surprised at how huge their victory was when the election results were announced.

"I was speechless," said Lashe Watkins, a driver. "The 'yes' votes kept coming and coming. When we won it was such a relief. I started crying. I knew we had it, but I just couldn't believe it. It shows that when we all come together as one, we can get what we want."

High Tech Help

**Teamsters Utilize New Contract
Database to Streamline Assistance**



REMEMBER WHAT LIFE WAS LIKE BEFORE THE INTERNET? If you wanted to know more about labor history, you would have to go to the library, spend some time finding the proper books and making sure they had what you wanted. You could also look into the encyclopedias and other reference material, but it wasn't always easy.

Now that we are in the Information Age, it's much simpler. Want to know more about labor history? There are dozens, if not hundreds of places to go online to find what you need. The information is right there for the taking.

Now think about what it was like for local unions negotiating contracts before the Teamsters Union implemented their powerful contract database, which has now been used for a year to assist locals, Joint Councils, Divisions and Conferences in negotiations.

"Before our contract database was in place, a common question such as what the current language is for certain aspects of a contract could take a long time. We were working with either outdated software or just by physically going through the contracts in our files, pulling them out and reading them," said Jim Kimball, Director of the Economics and Contracts Department.

"Since implementing this new database, we have cut down the time it takes on a request like that from six days to two," Kimball said. "A lot can happen in a short time in negotiating a contract, and this tool has allowed the Teamsters Union to bargain more efficiently than ever before."

The IBT Contract Search, the new Internet-based search tool that allows users to search for Teamster collective bargaining agreements, allows the Teamsters Economics and Contracts Department to quickly call up specific contract language, answer salary comparison questions, gather corporate information on companies the Teamsters bargain with, keep tabs on what contracts are coming up for renewal and countless other applications.

Better Prepared for Bargaining

A contract database may not seem too exciting on the surface, but it has proven to be a silent but powerful partner in contract negotiations.

"This service helps locals be better prepared for collective bargaining," said Tom Keegel, Teamsters General Secretary-Treasurer. "It allows those bargaining contracts to be better informed. This is the way we're supposed to use technology."

The IBT Contract Search allows the Teamsters Union to search any of the more than 35,000 current contracts for whatever union negotiators need during the bargaining process. And with so many strong Teamster contracts being negotiated every month, requests for assistance can add up.

"In 2007, we received more than 1,500 requests from local unions and others," Kimball said, adding that they have gotten even more than that in years past.

Strike Language

One way the Economics and Contracts Department has utilized this powerful tool has been in standardizing contract

language in certain parts of an agreement. Strike language is just one such example. One of the most important clauses in any labor agreement, and of particular importance in the Warehouse Division, is language concerning strike rights for members. Typically, the Warehouse Division needs to know if a contract, especially one with a multi-local employer, will allow union members to recognize and honor a strike line they may encounter while performing their job duties.

Using the contract database, one of the skilled Economics and Contracts workers at the Teamsters Union builds a search that asks for the specific industry, then further specifies those contracts that have the words "strike" and "honor" or "extend." The results immediately pop up and can be supplied to those negotiating the contract.

"In negotiating strike language for our warehouse Teamsters, the Teamsters Union was incredibly helpful in quickly getting us the proper wording, which was then used in the contracts," said John

Williams, Director of the Teamsters Warehouse Division.

This stands in stark contrast to how contract language like that was dug up before the database was put in place. Before the Teamsters Union had this kind of full text search capability, finding that language would have entailed pulling many contracts from the files and physically searching them in hopes of finding suitable language.

In another situation, the Brewery and Soft Drink Conference needed a listing of all their contracts that contained DRIVE language so they could assist bargaining units that don't have the language insert it into their contracts.

Under the old system, the chances of simply finding this clause would have been time consuming and imprecise. Using the new system, the request could be met the same morning it was requested. As a result, the number of rank-and-file

"A lot can happen in a short time in negotiating a contract, and this tool has allowed the Teamsters Union to bargain more efficiently than ever before."

— JIM KIMBALL, DIRECTOR OF THE ECONOMICS AND CONTRACTS DEPARTMENT

Teamsters available to sign up for DRIVE, the union's influential political action committee, greatly increased.

A Real Benefit

The Economics and Contracts Department, created in 2005, is a key source of financial, statistical and agreements information. The department provides corporate research and economic trends for use in both collective bargaining and organizing. The department maintains the largest contract database of any union in North America, with more than 250,000 current and expired Teamster labor agreements.

From its initial conception in May 2006 to when the IBT Contract Search was launched in February 2007, it has been used in 75 percent of the requests that come to the department. Of those requests, three-quarters of them are for contracts or specific contract language.

"It has been a real benefit for us, a real benefit for the locals and a huge benefit for the members," Kimball said.



New Addition

Local 117 Focuses on Representing and Building Upon Existing Units

For chaplain Eric Askren, who counsels prisoners at a corrections center, helping inmates reunite with their family or change their ways can be trying but absolutely worthwhile.

"I love seeing lives changed, the transformation that takes place when families are reunited and when parents, now clean and sober, are reunited with their kids," said Askren, a chaplain at Coyote Ridge Correction Center in Connell, Washington. "I work with a great group here and when these things happen, we've helped society and the world. We've made a difference. That's important."

Last year, Askren and 15 fellow chaplains also made a difference when they voted to join Local 117 in Tukwila, Washington. The chaplains were far from alone: 66 other employees—including psychiatrists and psychologists—also voted to join the local at approximately the same time. In total, more than 5,000 workers throughout the Washington State Department of Corrections (DOC) system are members of Local 117.

"The Teamsters have always been strong here at Coyote Ridge and throughout the system," Askren said. "Whether the issue is pay, benefits, or the right or wrong of an issue, they are always listened to. In a large system like this, having a voice that's heard is important."

Building by Blocks

"This is a great approach to organizing," said Jim Hoffa, Teamsters General President. "When one group of workers at a workplace are Teamsters, their power and voice increase as a second, then a third group of coworkers also join their union. Local 117 is helping current members and new members alike."

In recent months Local 117 has made steady efforts to help unorganized employees at the DOC, the Pike Place Market in Seattle and other facilities to become Teamsters.

"Building existing units, especially within the public sector, has been one of our goals for years," said John Williams, Secretary-Treasurer of Local 117 in Tukwila, Washington. "For workers, it's important to be part of a union that has a strong presence both at the facilities and in the halls of government where decisions are made."

At the DOC, the newly organized workers were welcomed by thousands of corrections officers and sergeants, maintenance workers, medical employees, administrative support, records specialists, kitchen employees and warehouse workers who were longtime Local 117 members.

"Our power is in our membership," said Tom Wright, a cor-



rections officer at the Monroe Correctional Complex in Monroe, Washington. "The more members who are speaking as one, the better we're heard. It's great that there are more Teamsters here."

Positive Association

"Over the years, more and more groups of workers at the Department of Corrections saw what their Teamster coworkers have: a voice, defined work rules, substantial wage increases and manageable workloads," said Leonard Smith, Local 117's Director of Organizing. "Those are qualities anyone would want at work."

Having a stronger voice at work is a big reason that Dr. Mark Rosenberg, a psychiatrist at the Monroe Correctional Complex, chose to join Local 117. He and six fellow psychiatrists joined Local 117 in August, soon after 59 psychologists, psychiatric social workers and associates joined the local.

"We're professional employees and state employees, totally dependent upon other people's decisions," Dr. Rosenberg said. "Being Teamsters helps us have a voice. I think that people see that's in our best interest."

Last year, Dr. Rosenberg was reprimanded for criticizing his supervisor's management style. Soon after the reprimand, Dr. Rosenberg was transferred to a different facility.

"I had no say in the decision to transfer me or any recourse to appeal it," Dr. Rosenberg said. "As Teamsters, we're joining together to make sure we have some say in major decisions that affect our working situations."

Park it at the Market

For Zekaryas Gebrekidan, a nine-year parking attendant at Pike Place Market in Seattle, his reasons to join Local 117 were

simple: "I have a family and I'm raising three kids—I need job security."

In November, Gebrekidan and seven fellow parking attendants joined 52 maintenance workers, resident managers, facilities workers and security officers at the market as Teamsters.

"Before we decided to join, we asked our coworkers about what it's like to be Local 117 members," Gebrekidan said. "They were very happy being Teamsters. They suggested that we sign up, as well."

"We told them about our contract and the job security that provides," said David Ott, a 17-year maintenance electrician. "Every now and again, there's talk about contracting out the garage. Having a solid contract was a really big deal for the parking attendants."

A Base to Build Upon

While workers at Pike Place Market have been Teamsters for approximately 15 years and DOC employees have been Teamsters for approximately five, the first group of workers in Lakewood, Washington became Teamsters in September, when 12 community service officers joined Local 117.

"As Teamsters we're looking for job protection and some of the benefits we see our police officers receiving," said Sandi Stauffer, a community service officer and former evidence technician in Tukwila, where she was a member of the Steelworkers Union. "It was definitely worth being part of a union in Tukwila and I think it's going to make a difference here for us and the public."

"This is a great group of officers," said Mary Ann Brennan, a Local 117 business agent. "They care about and believe in their community. I'm optimistic that in years to come other Lakewood employees will choose to join them as Teamsters."

Road to Success

244 Indiana Tollbooth Operators Join Four Local Unions

On any given day, hundreds of drivers passing through Indiana come in contact with Margie Stewart. Stewart has worked for the Indiana Toll Road as a tollbooth operator for the past 12 years. Stewart, and many of her coworkers, felt they needed major improvements in their working conditions. Recently, they took the first step in making those changes by voting to join the Teamsters.

"When I heard about the Teamsters, I decided to work really hard. I got a passion for it. I did house calls, passed out fliers, made a lot of phone calls, and really pushed for it," said Stewart, a member of Local 142 in Gary, Indiana. "In my previous jobs I had been union. I knew the Teamsters were a good union and would help us."

Team Effort

Stewart is one of 244 workers at the privately run Indiana Toll Road, who recently became members of Locals 135, 142, 364 and 414. As members of the four local unions, the tollbooth operators fall within the jurisdiction of Joint Councils 25 and 69. Leaders from the Joint Councils and local unions joined forces to make the campaign a success.

"This campaign demonstrates the remarkable work that can be done when we come together as a union, combine our strengths and push for a positive change in the lives of working people," said John T. Coli, International

Vice President and President of Joint Council 25.

"We're happy as a Joint Council that this came together so well," said Brian Buhle, Vice President of Joint Council 69. "We all worked well together to make this happen. This was truly only possible as a team effort."

Perseverance

The tollbooth operators were formerly state employees, until Governor Mitch Daniels leased the road in 2006. The toll road is now operated by Indiana Toll Road Concessions Company, a private company based overseas.

"These workers have been through a lot with the change in management, but they persevered," said Russel Ryan, a Joint Council 25 organizer who worked tirelessly to help

the workers form their union. "They have a lot of concerns that they knew the Teamsters could back them with."

The tollbooth operators joined the Teamsters in order to address multiple issues. Safety is a major concern, with workers saying they have to cross several lanes of traffic and worry about working night shifts in isolated areas. In upcoming negotiations the new members plan to address excessive work hours, job bidding procedures, low wages and inadequate benefits.

Dennis Rose has worked for the toll road for five years, since before it was leased to a private company.

"People have been fed up with everything that has been going on here lately, with the promises never fulfilled, with mandatory overtime, and changes to our insurance. I hope to see that change," said Rose, a new member of Local 364 in South Bend, Indiana. "I'm glad to be a part of the Teamsters now."



LOCAL 727

Doubletree Hotel

Doubletree Hotel Chicago O'Hare bellmen voted unanimously to join Local 727 in Chicago. The bellmen are responsible for providing customer service, including assisting with luggage and acclimating guests with the hotel.

"The bellmen at the Doubletree Hotel needed some major changes made at work, and they turned to the Teamsters for help," said Joe Belli, Local 727's Senior Business Representative. "Local 727 is bringing years of experience representing hotel workers to our new members. We will use all our resources and knowledge to negotiate a strong contract with the Doubletree Hotel."

The Doubletree Hotel Chicago O'Hare is located in Rosemont, Illinois.

LOCAL 671

Middletown Area Transit

Public transit workers in Connecticut recently voted 13-3 to join Local 671. The new Teamsters, who are employed by Middletown Area Transit, provide public transportation to residents in Middletown, Meriden and Portland, Connecticut.

Tony Lepore, an organizer with Local 671 in Bloomfield, Connecticut, said the workers hope the victory will gain them more respect from the company.

"The workers are confident that by joining Local 671, they will see better working conditions, better wages and better benefits," Lepore said.

LOCAL 714

Cook County Information Management Services

Recently, workers at Cook County Information Management Services (MIS) voted to join Local 714 in Berwyn, Illinois.

The 68 new members keep track of all the Cook County records at two offices in Chicago.

"The workers were very interested in gaining Teamster representation after seeing the successful campaign for the Cook County chief judges this summer," said Barbara Cornett, a Local 714 business agent.

Cook County is the second largest county in the United States with approximately 5 million citizens.

LOCAL 25

Peter Pan Bus Lines

Mechanics and cleaners at Peter Pan Bus Lines in Chelsea, Massachusetts recently voted 5-1 in favor of joining Local 25. The eight bargaining unit members are responsible for the repair, maintenance, cleaning and refueling of buses.

"Wages, respect and job security were the main reasons the workers wanted to become Teamsters," said Sean M. O'Brien, President of Boston-based Local 25. "And since the bus drivers at the Chelsea facility were already Teamsters, the efforts to organize the mechanics and cleaners went quite smoothly."

Contract negotiations on behalf of the new Teamsters are scheduled to begin soon.

"We've committed to organize from the top down in the industries we currently represent to make sure that every worker has a voice in the workplace," O'Brien said.

LOCAL 439

Raley's Supermarket

By a more than 2-1 margin, 56 supermarket warehouse workers in Stockton, California recently voted to join Local 439 so that they can fight to improve conditions on the job.

The distribution workers at the Raley's Supermarket warehouse voted 37-15 to join the Stockton-based local.

"The workers want to improve working conditions and they want to be treated fairly," said Sam Rosas, Secretary-Treasurer of Local 439. "They also want seniority rights on the job, fair wages and a better health-care plan."

Local 439 represents about 2,000 workers at a Safeway warehouse, nearly 300 warehouse workers at Unified Western Grocers and about 300 workers at C&S Wholesale Grocers.

"We have some of the top grocery contracts in the country, and we want to negotiate a strong contract for our new members at Raley's," Rosas said.

LOCAL 294

Public Services, First Student

Local 294 recently was given card check recognition for highway department drivers and equipment operators in

two towns, and won an organizing victory for bus mechanics as part of the Teamsters' nationwide campaign to organize First Student employees.

The Albany, New York-based local now has card check recognition with the highway departments in Malta and Athens, both near Albany. Members voted 5-0 in Athens and 10-0 in Malta for representation.

First Student bus mechanics in Catskill voted 3-0 to join Local 294. Since the First Student campaign began in 2006, more than 5,300 private school bus workers have joined the Teamsters.

BMWED

Stillwater Central Railroad

Employees of the Stillwater Central Railroad in Oklahoma voted recently to become members of the Brotherhood of Maintenance of Way Employees Division (BMWED), a division of the Teamsters Rail Conference.

Stillwater Central Railroad operates more than 275 miles of track mainly between Stillwater and Lawton, Oklahoma. The main shipments on the railroad are mined, mineral and industrial products.

"These 10 new members of the BMWED voted for union representation so that favoritism and low wages would be a thing of the past," said Tim McCall, BMWED Director of Organizing. "Stillwater Central employees contacted us this summer and we began the organizing program in October. All along the way we had a great deal of enthusiasm—and now they are Rail Conference Teamsters."

Everyday Heroes

MV Transportation Workers Organize, Ratify Strong Contract



Before joining the Teamsters, life at ATC Vancom in Santa Clara County, California meant no lunch breaks, a constant change in work schedules, bus routes and a constant denial to requests for time off.

"There was no job protection," said Reynaldo Perteca, a seven-year employee. "You were like a rabbit with a wolf."

Tired of feeling like a hunted animal, Perteca and his colleagues banded together and voted overwhelmingly to join Local 287. That's when life started to get better for them. Then, in October, MV Transportation, Inc. took over ATC Vancom. MV Transportation and the Teamsters were able to quickly negotiate a strong three-year contract and workers voted 220-63 to ratify it.

The 325 members provide transportation services to disabled, mentally challenged and elderly people.

"Not only was the vote a huge victory, but we did get the employees a \$1 wage increase, future wage increases thereafter, and got them into the Western Confer-

ence of Teamsters Pension Plan," said Bob Blanchet, President of Local 287 in San Jose.

Perteca said he joined the Teamsters for three reasons: "Security, better pay and better working conditions."

"The only guarantee working people have is to get involved and get united," Perteca said. "It's so easy to see that, like two and two is four. The way to go is with the union."

Help From the Union

Blanchet said the contract would not have been possible without the help of Teamsters General President Jim Hoffa, International Vice President Chuck Mack, and Industrial Trades Representative Rick Middleton. Mack brought MV Transportation CEO Jon Monson to Washington, D.C. to meet with Hoffa and Middleton.

"If it wasn't for Chuck and Rick, and especially Mr. Hoffa, breaking down the barriers, getting the union and the employer both on the same page, this contract would not have happened," Blanchet said. "I just wish we could do this more."

In July, Blanchet will have the authority

to sit in the lunchroom and collect cards from a new group of workers who take veterans to VA facilities. This will mean an additional 80 members for the local, he said.

Ignacio Beltran, a six-year veteran of the company, said that before the Teamsters stepped in, workers were in constant fear of being fired. "So many drivers were let go for the smallest of things, like getting a scratch on your bus," Beltran said. "We started to get together and look for union representation. There was no hope the other way.

"Now, with our contract, we have guarantees of pay increases, days off, benefits and health care," said Beltran. "We are so much happier now."

Change for the Better

Linda Vejvoda, a two-year employee, said being a Teamster has given the workers respect.

"Before, nobody in management would listen, and now they listen," said Vejvoda. "We now have the chance to change things."



Albany Paratransit Drivers Win First Contract

Drivers and support staff at the Center for Disability Services in Albany, New York recently celebrated the ratification of their first contract.

The 71-member unit is made up of drivers, mechanics and dispatchers at the center, which provides transport for clients.

"We wanted more respect and fairness," said Norma Werner, a bus driver and steward. "We're all so thrilled to finally be working under a Teamster contract."

"These hardworking men and women were looking for more respect at work and more on-the-job protections, both of which they now have," said John Bulgaro, President of Local 294 in Albany.

"We got a lot of good language in the contract," said Kevin Hunter, Secretary-Treasurer and business agent at Local 294. "The main thing they wanted was seniority, which they have now, but they also got good wage increases, safety guarantees and many other benefits. This was a long and difficult process, from the grassroots organizing campaign to the 42-7 vote on the contract, but these workers really stuck together and did a great job."

The Albany-based center operates 53 group homes around the region for developmentally disabled residents, and also provides medical care and learning programs.

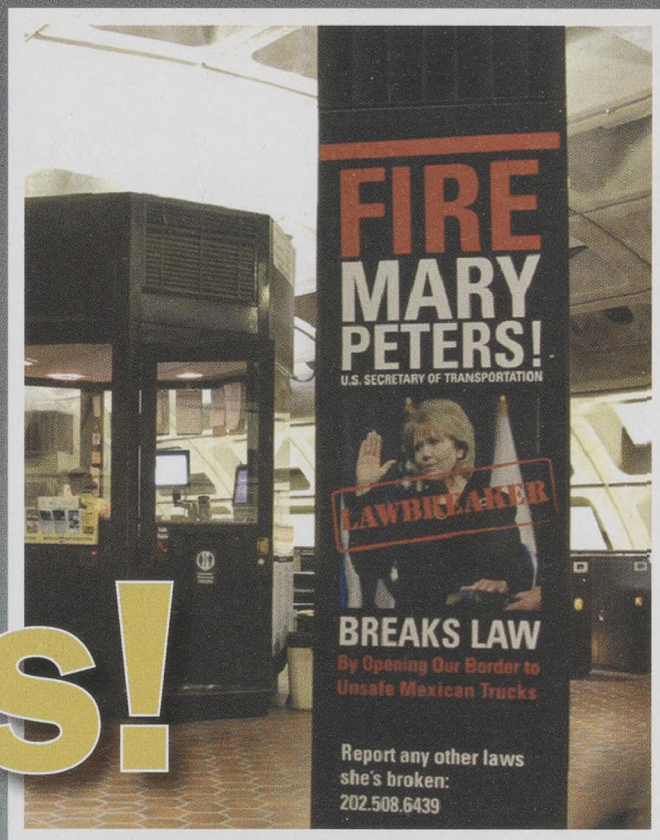
Shop Steward Merrilee Tafoya said any time someone comes to her with a problem, she gets quick responses from the local. And the pension plan has given all the workers a sense of a secure retirement. Tafoya and many other MV Transportation workers said they stuck with the job because of the loyalty they have for their clients.

"I have a lot of regulars on my route, and we give them door-to-door service," Tafoya said. "We have to secure them getting in and out of the vehicles, take them to their destinations and take them home. We have to be on schedule in case someone has an important doctor's appointment. I wouldn't be doing this job if it wasn't for the clients. They are all very special to me."

"We have a great support system from the union, we feel like we are being looked after," said Carmen Barboza. "It's very positive for us."

But there is one downside now that the workers are unionized. "With no lunch break before, I stayed skinny," Barboza laughed. "Now I have to work at it."

Fire Mary Peters!



TRANSPORTATION SECRETARY CONTINUES ILLEGAL MEXICAN TRUCK PROGRAM

There was nothing subtle about Transportation Secretary Mary Peters' decision to break the law and keep the borders open to unsafe Mexican trucks.

And there was nothing subtle about the Teamsters campaign to bring public attention to her lawbreaking ways. On February 7, the Teamsters launched a national grassroots, netroots "Fire Mary Peters" campaign.

"Fire Mary Peters—Lawbreaker" advertisements appeared at the subway stop just across the street from Department of Transportation headquarters. A photo of one "Fire Mary Peters" poster flashed on a billboard in Times Square the next day.

"Fire Mary Peters" radio ads and web ads ran. A "Fire Mary Peters" whistleblower hotline was set up to report any other law she's broken (202-508-6439). Several people called on the first day. Teamsters who drive trucks and Teamsters who live in border states received direct mail, urging them to take action. And a www.firemarypeters.com web site was launched.

The campaign began just days before Teamster lawyers argued in the 9th Circuit Court of Appeals in San Francisco that Mary Peters broke the law. Teamsters rallied outside the courthouse before the hearing began.

The Teamsters initially argued that the "pilot program" to open the border to Mexican trucks breaks laws that require certain safety standards be first met. Those standards were never met.

The argument of the union was bolstered just after Christmas.

On December 26, President Bush signed a law that included a Teamster-backed provision cutting off money for the "pilot program." The "pilot program" had started in September with a handful of trucks. (One truck company, Trinity Industries de Mexico, quietly dropped out of the program after it was revealed that the company had 1,123 safety violations the previous year. That's 112 violations per truck.)

Secretary Peters chose to ignore that law. Under her direction the existing "pilot project" was not stopped.

Teamsters General President Jim Hoffa had already been at the forefront of the fight against unsafe trucks from Mexico. He led demonstration against unsafe trucks from Mexico on December 5 at the Otay-Mesa border crossing.

"The big money boys want to have trucks coming through

here that are dangerous,” Hoffa said over the roar of cheering Teamsters and Mexican trucks leaving the U.S. inspection station. “How many people have to die before the Bush administration takes highway safety seriously?”

In February, he made a number of national media appearances to draw attention to the arrogance and lawlessness of Peters. The response was overwhelmingly positive as Hoffa appeared on C-Span’s Washington Journal, on Bloomberg TV and on Lou Dobbs Tonight.

Teamsters Take Action

At the crack of dawn on February 7, Teamsters handed leaflets to Department of Transportation (DOT) employees on their way to work. They were generally welcomed. DOT employees broke into smiles when they caught sight of the giant “Fire Mary Peters” floor graphic, which had “Lawbreaker” stamped on her face.

The media blitz, the advertising campaign, the Internet outreach and the direct mail campaign got an immediate reaction. In the first two days of the campaign, 1,764 letters were sent to senators and representatives asking them to find Mary Peters in contempt of Congress.

At Teamster headquarters, calls and e-mails poured in with requests for “Fire Mary Peters” bumper stickers. The initial print run of 20,000 was gone in a matter of days. As more were ordered, Teamsters began to send in photos of places they’d attached the bumper sticker. At a demonstration against a sweatshop construction site, a “Fire Mary Peters” bumper sticker was attached to a giant inflatable rat in New York City.

It wasn’t long before Peters began to feel the heat. On February 8, during an appropriations subcommittee hearing, three members of Congress told Mary Peters to her face that she was breaking the law.

Ohio Rep. Marcy Kaptur, a Democrat, said point blank, “You violated the law.” Peters’ fellow Arizonan Ed Pastor, a Democrat, cautioned her that the constitutional separation of powers means that she must follow the intent of Congress.

“I advise you that the program as it is should not be imple-

mented,” Rep. Pastor told Peters during a budget hearing by the Transportation subcommittee of the House Appropriations Committee.

Rep. Ciro Rodriguez (D-TX) asked rhetorically, “Does the department have the legal authority to disregard Congress’s intent?” Rodriguez noted that Peters’ pilot program to open the border to Mexican trucks continues. “The intent of the language was to prohibit that from occurring,” Rodriguez told Peters.

It all helped to draw attention to the hearing in San Francisco and the court case. Chuck Mack, International Vice President and Secretary-Treasurer of Local 70 in Oakland, California hosted the protest. Hundreds of Teamsters showed up. Speakers included local politicians, local labor leaders and Bruce Hamilton, deputy director of the Sierra Club, which joined the Teamsters in the lawsuit.

“We must not let this illegal program continue,” Mack said. “Mary Peters and the Bush administration have violated the law by allowing this program to continue despite Congress pulling funding. The safety of American families is more important than their political agenda.”

“The Teamsters Union will continue to pressure Mary Peters and the DOT with help from concerned citizens, ongoing legal actions and support from our allies in elected offices on both sides of the aisle,” Hoffa said.



“How many people have to die before the Bush administration takes highway safety seriously?”

— GENERAL PRESIDENT JIM HOFFA

National



After eight grueling years without a contract, 2,000 rail Teamsters at Amtrak finally have a reason to celebrate. A strong tentative agreement on new contract terms, including average retroactive pay of \$12,800, was reached in January between Amtrak and the Brotherhood of Maintenance of Way Employees Division (BMWED) of the Teamsters Rail Conference.

"After eight long years and all of the rallies I attended with my union brothers and sisters, it is a relief to finally have an agreement," said Denny Bennet, a 30-year BMWED member at Amtrak.

"It's been a long time coming," said Renato Rufo, an 18-year member in the Boston area. "And we appreciate all of the time and effort our side put into the negotiating meetings. Amtrak has so little regard for us. They've treated us more like a liability. To let us go this long without a contract was very tough."

The BMWED, along with the other unions that were part of the Passenger Rail Bargaining Coalition, was preparing for a possible national strike on January 30 if Congress didn't impose the Presidential Emergency Board's (PEB) report, or if Amtrak had not chosen to sign an agreement.

Strength in Bargaining

"The BMWED members have waited and worked for eight very long years without a contract," said Jim Hoffa, Teamsters General President. "It was a surprise to us that board appointed by President Bush, one of the most anti-labor presidents in history, decided upon a resolution to the Amtrak contract that awarded most of what we in rail labor had been fighting for."

Strike Averted

BMWED, RAIL COALITION ACHIEVE TENTATIVE AGREEMENT WITH AMTRAK



"This is another example of how joining with the Teamsters Rail Conference has provided strength in bargaining for our members," said Fred Simpson, International Vice President and President of the BMWED. "Once again, coordinating bargaining among the rail unions succeeded."

Sen. Edward M. Kennedy (D-MA), who was present at the tentative contract signing, said, "It's a great day for the country, the workers and the passengers. This agreement gives respect to the workers. This agreement is important for our economic growth and stability. After eight long years without a pay raise, Amtrak's employees have finally won a contract that grants them the fair wages and benefits they deserve and which reflects their indispensable contributions to Amtrak and the nation. The leaders standing here today were serious about negotiating a contract that both sides can be proud of."

"The union leaders held their ground and they have delivered an agreement worthy of the hardworking men and women who keep trains running every day," Kennedy said. "And the agreement is also a victory for the Amtrak passengers, the commuters and the public who can be

confident that Amtrak will be able to keep improving the service on trains that run on time."

Membership Wins

Due to substantive gains in wages and a payout for retroactive pay, BMWED members will reap immediate benefits from the new Amtrak agreement. The PEB recommended that "nothing

short of full retroactivity is fair and equitable and appropriate to begin to restore to employees the lost wages that resulted from their inability to obtain a successor agreement over the unprecedented eight-year period that these employees have continued to work without a new agreement."

Provisions include wage increases that average 35.2 percent over the life of the agreement, which is January 1, 2000 through December 31, 2009, or 3.1 percent compounded per year. Retroactive pay averages \$12,800, which will be paid in two installments.

"The new contract will restore the buying power of our members," said Jed Dodd, General Chairman of the Pennsylvania Federation. "And it will significantly increase the take-home pay of our members. We had two major stumbling blocks in our negotiations. One was Amtrak's insistence in draconian work conditions and the second was their insistence that there would be no retroactive wage increases. We won on both issues."

"We couldn't believe our eyes when the Presidential Emergency Board decision came out," said Bennet, a member who has worked in New York, Philadelphia and

the Atlantic City region. "Our negotiators really did their best."

"Even during these difficult eight years our members retained their work ethic," said Stuart Hurlburt, General Chairman of the Northeastern System Federation. "Our members have performed their work safely every day for the past eight years and kept the integrity of the tracks at the speed that Amtrak wanted. Our members understood the battle and still did the job—complying every day with their work orders and keeping the tracks safe for passenger trains."

"I was surprised by the PEB's deci-



sion," said James Fay, a BMWED member since 1975. "I thought it wouldn't have gone as much in favor with us. Although after reading the very general testimony of Amtrak's management it seemed like they really would decide in our favor. I was shocked that Amtrak's testimony was so general, and yet our case was presented so professionally."

No Work Rule Changes

The new Amtrak agreement also proposed no work rule changes, another huge benefit to members.

"Work rules were very important, especially in my area," Fay said. "If Amtrak had been able to make their changes, they would have been able to have gotten rid of people."

Amtrak had originally wanted to eliminate the limitations on its ability to contract out work, restrictions on its ability to assign work and restrictions on its ability to schedule work.

With the BMWED in particular, Amtrak wanted to contract out what it termed "non-core functions" such as tree removal, brush and grass cutting, snow removal outside the right of way, clean up of non-railroad materials on the right of way, asphalt paving, bridge netting and fall protection, underwater inspections, demolition, fencing, large scale catenary (electric line) pole foundations, large scale steel painting projects and facility projects. However, representatives from the BMWED told the PEB that these were substantial, regular duties of the members.

Members of the PEB agreed with the BMWED that no work rule changes should be considered. They made this determination because Amtrak showed "no proof of compelling operational need for any of [the] proposed work rule changes... There was no showing that any prob-

lems have changed in frequency or severity in recent years or that the proper use of the existing work rules cannot achieve most of the results that [Amtrak] claims to seek."

"The work rule changes that Amtrak wanted were so inept," Rufo said. "Here you have the PEB that was picked by President Bush, who isn't crazy about us anyway, and even they said that what we were asking for was fair."

Solidarity

The BMWED, along with the three other rail unions belonging to the Passenger Rail Bargaining Coalition, witnessed the power of bargaining for a group benefit, similar to the success in 2007 with the national freight rail agreement.

"The Amtrak negotiations took a hard toll on our members," Simpson said. "Now we are concentrating on explaining the terms of the agreement at membership meetings in preparation for the members' vote."

Many members see the new contract as a positive move forward for them, and



one of the many benefits of belonging to the Teamsters Rail Conference.

"Considering that Amtrak wanted to give us very little and that the president was not supportive, we did a lot better than what was originally offered," said Brian Erp, a 14-year BMWED member based at the Hunter Yard in Newark, New Jersey.

"Plus, the support we had as part of the Teamsters Rail Conference was very good. Every time we had a rally we always had Teamsters with us."

Rallies to protest Amtrak's stall tactics on bargaining were held in New York, New Jersey, Philadelphia and Washington, D.C. Some members even staked out the Amtrak chairman's home in the Dupont Circle section of Washington, D.C. to let his neighbors know that he was a union buster.

"This is another example of how joining with the Teamsters Rail Conference has provided strength in bargaining for our members."

— FRED SIMPSON, PRESIDENT OF THE BMWED



A New Excitement

Rep. James L. Oberstar (D-MN), who attended the agreement signing meeting at Amtrak headquarters, said, "I was skeptical, but the [Presidential Emergency] Board did its work, evaluated the issues at hand and came up with a great decision. But I will tell you, if they hadn't, we were ready."

"There is a new excitement in passenger to use intercity trains and renewed interest in long-haul trains," Oberstar said. "One example is that 25 percent of Amtrak's business is from California and the Pacific Northwest. Now we are prepared to move ahead with re-authorization."

"We fought hard and long for what we got," Bennet said. "We are part of a proud organization. I am a union guy and always will be. I love being part of collective bargaining."

REPORT 106 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: January 31, 2008

I. INTRODUCTION

This is the Independent Review Board's ("IRB") One Hundred and Sixth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including action on prior IRB-recommended charges and the progress of pending charges about which we have previously informed you.

II. ACTION ON PRIOR IRB-RECOMMENDED CHARGES

A. WILLIAM T. HOGAN, JR. – FORMER PRESIDENT OF JOINT COUNCIL 25 AND INTERNATIONAL REPRESENTATIVE

We have previously informed you that William T. Hogan, Jr., a former President of Joint Council 25 and an International Representative, was charged with criminal contempt of the court-ordered Consent Decree. Among other things, the Consent Decree permanently bars all Union members and officers from "knowingly associating" with any person barred from participating in Union affairs.

It is alleged that even after Mr. Hogan was permanently barred he nevertheless continued to knowingly associate with various Union members and officers on at least 150 occasions, in person and by telephone. In so doing Mr. Hogan is charged with having aided and abetted those members and officers in violating the Consent Decree, and thereby acting in criminal contempt of the Consent Decree. The matter is before Judge Preska.

B. ANTHONY RUMORE – FORMER PRESIDENT OF LOCAL 812 AND JOINT COUNCIL 16

On December 18, 2007, the United States Attorney for the Southern District of New York and the Deputy Assistant Secretary of the United States Department of Labor, Office of Labor-Management Standards, announced the arrest of Anthony Rumore on charges stemming from the extortion of personal services from Local 812 employees over a period

of approximately 15 years. The charges and allegations contained in the indictment relate to Hobbs Act extortion and embezzling assets of a labor organization. Mr. Rumore pleaded not guilty to the charges and was released on bail.

As a background, the proposed charges against Mr. Rumore similar to those in the indictment were included in the IRB's 2004 report to Mr. Hoffa. The IBT filed the charges and held a hearing. In his final report, Mr. Hoffa permanently barred Mr. Rumore from the IBT and IBT-affiliated entities on July 28, 2004, and on September 10, 2004, the IRB notified Mr. Hoffa that it found the decision to be not inadequate.

III. PROGRESS OF EXISTING CHARGES

A. DON HAHS - BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that Don Hahs, an officer of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a Division of the Teamsters Rail Conference, allegedly violated his fiduciary duties to the BLET and its members, embezzled and converted BLET funds and property to his own use and the use of others, and brought reproach upon the IBT while President of the BLET by embezzling over \$58,000 from the BLET.

General President Hoffa adopted and filed the charges and a panel was appointed to hear the charges against Mr. Hahs. Prior to his scheduled hearing, Mr. Hahs signed an agreement which the IRB did not approve. The IBT subsequently rescheduled the hearing for February 4, 2008.

B. GLENN TEOLIS - LOCAL 251, EAST PROVIDENCE, RHODE ISLAND

In the last issue of the *Teamster* magazine we reported that Glenn Teolis, a Local 251 member and former International Project Coordinator, while a member of Local 251 and an employee of the IBT, allegedly brought reproach upon the IBT, violated his fiduciary duties to the members, and embezzled IBT funds of \$2,209 to his own use and the use of others; and while a member of Local 251 he failed to cooperate with the duties of the IRB by delaying his sworn examination and then failing to appear for his scheduled examination.

Mr. Hoffa filed the charges, a panel was appointed to hear the charges and a hearing was held on January 3, 2008. On January 16, 2008, Mr. Hoffa issued his decision that Mr. Teolis is permanently barred from holding membership and seeking or holding office in the IBT. The IRB has the matter under consideration.

C. JAMES D. JACKSON – LOCAL 299, DETROIT, MICHIGAN

We have previously informed you that James D. Jack-

son, a member of Local 299, allegedly brought reproach upon the IBT and violated his membership oath when from July 26, 2001 to January 19, 2006, while an IBT member, he had knowing and purposeful contact with Michael C. Bane, who had been permanently barred from the IBT on July 17, 2001. General President Hoffa adopted the charge, a panel was appointed to hear the charge against Mr. Jackson, and a hearing was held on April 5, 2007.

On May 23, 2007, Mr. Hoffa permanently barred Mr. Jackson from the IBT or any other IBT-affiliated entity or Fund, from participating in the affairs of the IBT, and from contact and association with officers, members, employees, representatives and agents of the IBT or any other IBT-affiliated entity or Fund.

On September 11, 2007, the IRB notified Mr. Hoffa, Mr. Jackson and counsel for Mr. Jackson that it found the IBT decision to be not inadequate. When counsel for Mr. Jackson advised the IRB that they wished to file an appeal to the district court, the IRB made Application 129 to Judge Preska. By letter of January 4, 2008, counsel for Mr. Jackson filed with the court his objections to IRB's Application 129.

D. JOSEPH PIRRO - LOCAL 456, ELMSFORD, NEW YORK

We have previously informed you that Joseph Pirro, a member of Local 456, allegedly brought reproach upon the IBT and violated his membership oath when he, from at least 2003 to approximately January 2005, knowingly associated with Gregory DePalma, a member of organized crime. Mr. Hoffa filed the charge against Mr. Pirro and referred the matter back to the IRB for a hearing. The IRB held a hearing and on June 28, 2007, issued its decision that the charge against Mr. Pirro was proved and that Mr. Pirro has been permanently barred from the IBT. By way of Application 127, the IRB's decision was forwarded to the District Court for review. By Order of December 26, 2007, Judge Preska granted IRB's Application 127.

E. FRANCIS J. GILLEN - LOCAL 500, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Francis (Frank) J. Gillen allegedly brought reproach upon the IBT and failed to cooperate with the IRB while International Vice President, Joint Council 53 President, Pennsylvania Conference of Teamsters President and Local 500 President, when during his sworn examination on February 1, 2007, he gave intentionally false testimony concerning his association with permanently barred member Thomas Ryan. In his sworn testimony he lied about his numerous contacts with Ryan after Ryan was barred.

Mr. Hoffa adopted the charges, a panel was appointed to hear the proposed charges against Mr. Gillen, and a hearing was held on July 11, 2007. On August 3, 2007, Mr.

Hoffa and Mr. Keegel notified Mr. Gillen that the General Executive Board, by a two-thirds vote of the uninvolved members hearing the charges, adopted the recommendations of the hearing panel which were that he be barred from holding office for five years and from membership in the IBT for three years.

The IRB found the decision to be not inadequate. After counsel for Mr. Gillen advised the IRB that they wished to file an appeal with Judge Preska, the IRB made Application 128 to Judge Preska. Counsel for Mr. Gillen, by letter of January 7, 2008, requested that Judge Preska allow him to issue his papers by February 8, 2008.

F. JOHN CLANCY - LOCAL 705, CHICAGO, ILLINOIS

In the last issue of the *Teamster* magazine we reported that John Clancy, International Organizer and member of Local 705, allegedly brought reproach upon the IBT and violated his membership oath by, subsequent to Dane Passo's permanent bar from the IBT on May 29, 2002, having knowing and purposeful contact with Mr. Passo. On October 29, 2007, Mr. Hoffa notified the IRB that he adopted and filed the charge. A panel was appointed to hear the charge and the hearing scheduled for December 18, 2007, was canceled when Mr. Clancy signed an agreement in which he agreed to be barred from the IBT for 10 years. On January 22, 2008, the IRB notified the IBT that it should clarify whether the proposed agreement includes a suspension from membership.

G. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly brought reproach upon the IBT, breached his fiduciary duties and interfered with the union's legal obligation to comply with the March 14, 1989 Consent Order when he failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

On September 12, 2007, General President Hoffa adopted and filed the charge and a panel was appointed to hear the charge against Robert A. Hogan. A hearing was held on November 28, 2007.

On December 11, 2007, Mr. Hoffa issued his decision that Mr. Hogan be suspended from office in Local 714 for six months. On January 23, 2008, the IRB notified Mr. Hoffa that it found the December 11, 2007, decision to be inadequate both as to the fact finding and the sanction imposed.

H. LOCAL 714 - BERWYN, ILLINOIS

We have previously informed you that the IRB recommended to General President Hoffa that Local 714 be placed in trusteeship. The report concluded that the Local is being conducted in a manner to jeopardize the interests of the Local, the Local is not being run for the benefit of the members, and at five Local 714 employers the Local failed to perform duties of a bargaining representative. The report further concluded that Local 714 principal officer Robert A. Hogan and President James M. Hogan jeopardized the Local's interests by failing to monitor, investigate and take appropriate action regarding the likelihood of Robert Riley's violation of the Consent Order by continuing his lifelong, close relationship with William T. Hogan, Jr. after hiring Mr. Riley following William T. Hogan, Jr. being barred from the union. By their conduct, Robert and James Hogan put the interests of William T. Hogan, Jr. and family friend Mr. Riley above the interests of the Local which required that the Local and its employees comply with the Consent Order which prohibited IBT members from knowingly associating with a barred person such as William T. Hogan, Jr.

In addition, by failing to perform the duties of a collective bargaining representative at five companies, there were non-union workers performing bargaining unit work. The Local acquiesced in the employers' use of the non-union workers for whom no dues were paid to the Local and no employer benefit fund contributions were made.

In lieu of establishing a trusteeship, Mr. Hoffa appointed a Personal Representative who is responsible for reviewing all Local Union matters requiring Executive Board approval. On December 21, 2007, Mr. Hoffa appointed a hearing panel to determine whether a trusteeship should be imposed. A hearing scheduled for January 29, 2008, will be continued in approximately two months.

I. CASSANDRA MOSELY - LOCAL 743, CHICAGO, ILLINOIS

In the last issue of the *Teamster* magazine we reported that Local 743 member Cassandra Mosley allegedly brought reproach upon the IBT by failing to appear for her scheduled in-person sworn examination. After Mr. Hoffa took jurisdiction over the charge, a hearing panel was appointed. On January 14, 2008, a hearing was held.

J. MARK JONES - LOCAL 743, CHICAGO, ILLINOIS

In the last issue of the *Teamster* magazine we reported that Local 743 organizer Mark Jones, while a member of Local 743 and the IBT, allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. After Mr. Hoffa took jurisdiction over the charge, a hearing panel was appointed. On January 14, 2008, a hearing was held.

K. ROBERT D'ANGELO - LOCAL 813, LONG ISLAND CITY, NEW YORK

We have previously informed you that the IRB issued an Investigative Report to General President Hoffa who adopted and filed the charges against Local 813 member Robert D'Angelo for knowingly associating with members of organized crime. He then referred the charges back to the IRB for a hearing which was held by the IRB. On October 19, 2006, the IRB issued its decision permanently barring Mr. D'Angelo from Local 813 and the IBT. By order of December 26, 2007, Judge Preska affirmed the IRB's decision and granted its Application 124 to the Court.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 95 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

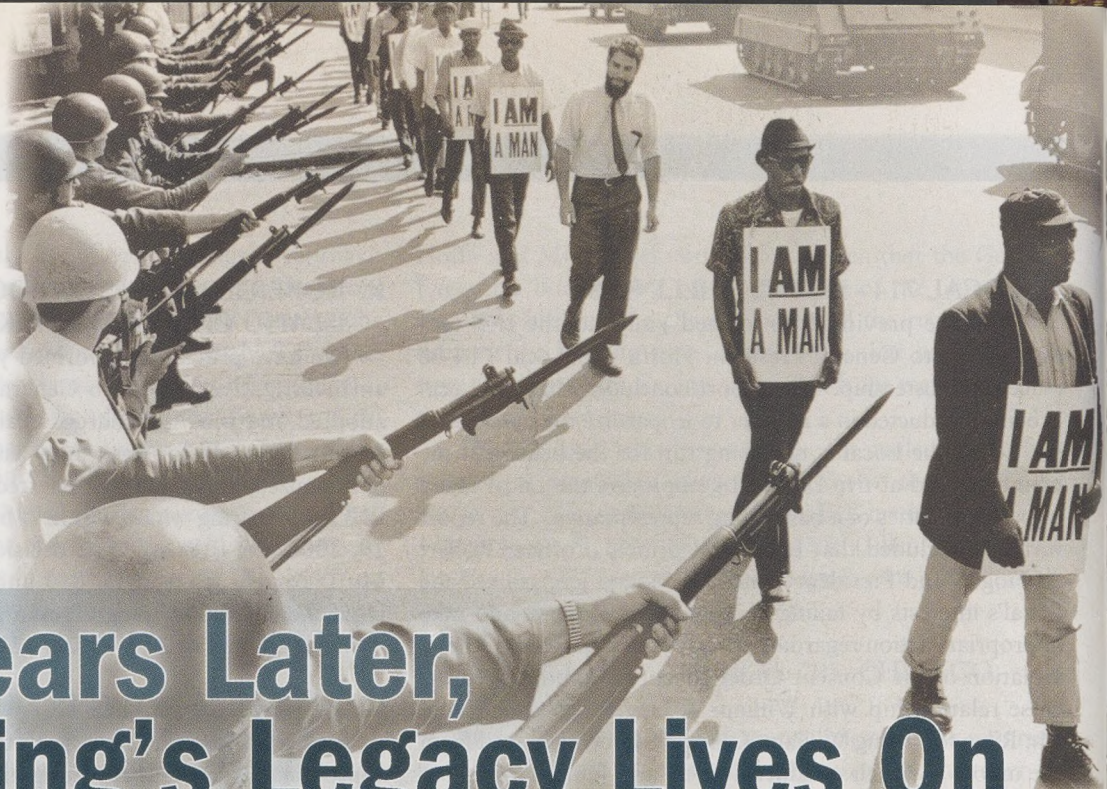
V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



40 Years Later, Dr. King's Legacy Lives On

Memphis Workers Emulate 1968 Sanitation Struggle

During his all-too-short lifetime, Dr. Martin Luther King Jr. worked tirelessly for equality. The Teamsters Union celebrates that legacy.

"The labor movement is a logical heir to accomplish what Dr. King fought for his entire life," said Jim Hoffa, Teamsters General President. "He worked closely with labor unions throughout his career and was, in fact, assassinated while supporting the rights of striking sanitation workers in Memphis, Tennessee in 1968."

On April 3, 1968, the day before Dr.

King was assassinated, he delivered a speech in support of the striking sanitation workers in Memphis. In that speech, he said, "We've got to give ourselves to this struggle until the end. Nothing would be more tragic than to stop at this point," Dr. King said. "We've got to see it through. And when we have our march, you need to be there. Be concerned about your brother. You may not be on strike. But either we go up together, or we go down together."

"The basics of what Dr. King fought so hard for are evident in most organizing

campaigns waged by the Teamsters Union. When a worker's rights are trampled on, the Teamsters Union tries to make sure it will never happen to them again through collective bargaining," Hoffa said.

An example of how hard the Teamsters Union will work to right the wrongs of unscrupulous employers is evident in the union's handling of UPS Freight, formerly known as Overnite Transportation.

Memphis Teamsters

In Memphis recently, a majority of the 411 workers at the UPS Freight terminal signed authorization cards to become Teamsters.

"One of the UPS Freight workers had these shirts made up that say 'I Am A Man,'" said Charles "Hollywood" Watkins, an International Union Organizer who worked at Overnite for 10 years. "It means the same now as it did when the striking Memphis sanitation workers used the slogan in 1968. We're just trying to get what's right for these workers. They're not just a piece of machinery. They're people."

In talking about the civil rights movement, King once said, "Our needs are identical with labor's needs: Decent wages, fair working conditions, livable housing, old-age security, health and welfare measures, conditions in which families can grow, have education for their children, and respect in the community."



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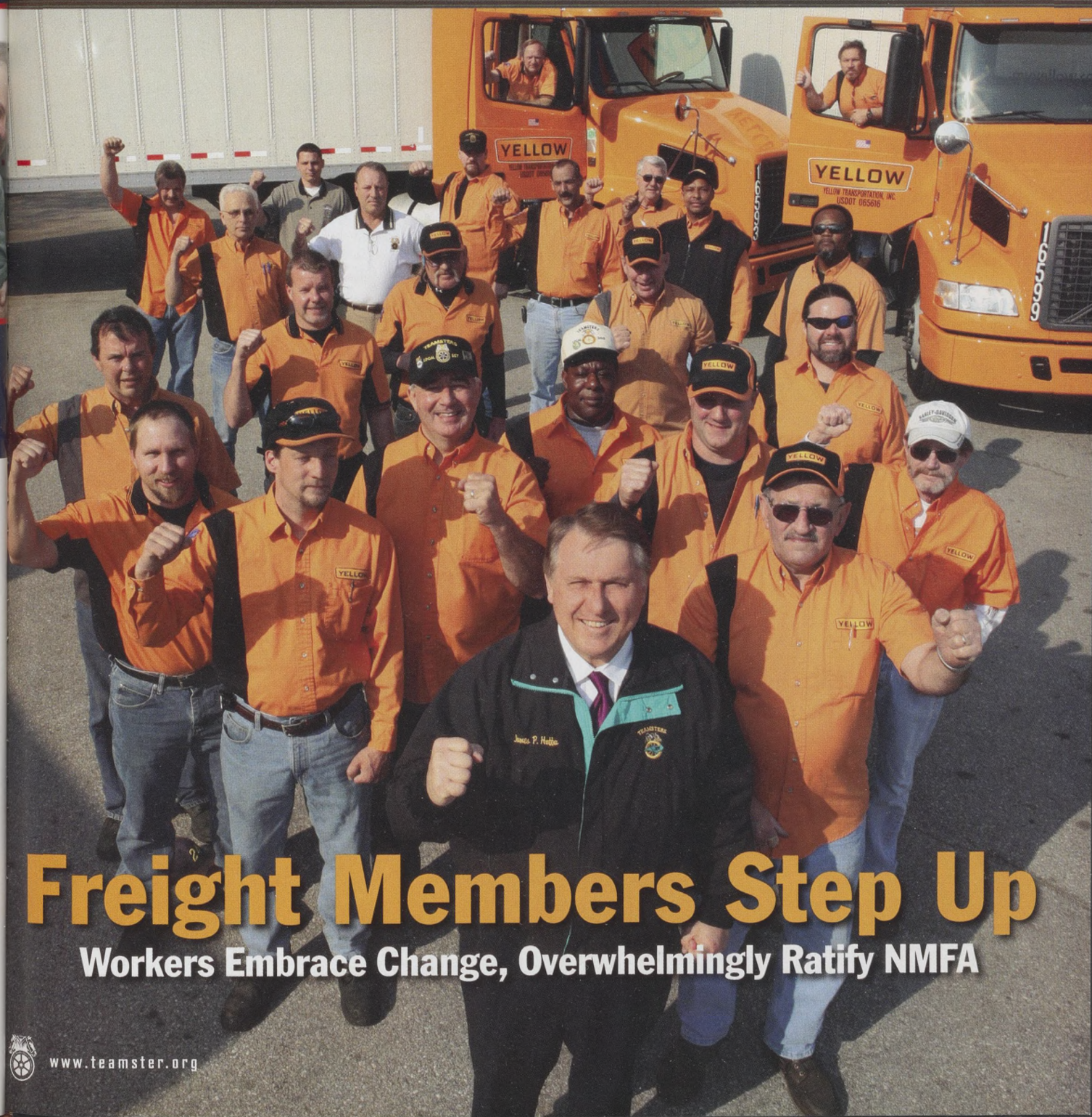
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Find out more about this exciting program by talking to your local union, or on the web at www.teamster.org/drive



TEAMSTER



Freight Members Step Up

Workers Embrace Change, Overwhelmingly Ratify NMFA



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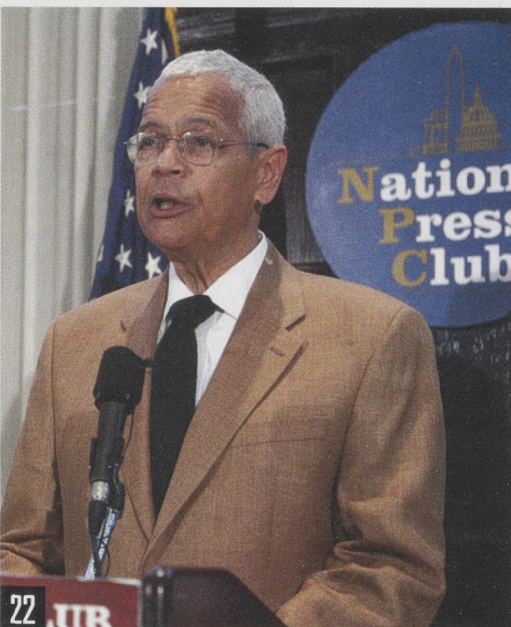
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www.teamster.org



International Brotherhood of Teamsters
25 Louisiana Avenue, NW,
Washington, DC 20001-2198
202-624-6800

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A MESSAGE FROM THE GENERAL PRESIDENT

Teamsters For Change

The Teamsters Union endorsed Sen. Barack Obama for president because he is the candidate best suited to lead our country in the right direction and the only one who can correct the destructive wrongs of the Bush administration.

Our biggest consideration was who would be best for our members. Looking at Sen. Obama's record on issues dear to working families—such as his commitment to passing the Employee Free Choice Act (EFCA) and his opposition to NAFTA—the choice was clear. I've had the pleasure of having several candid conversations with Sen. Obama, many of them focusing on trade issues. There's no doubt in my mind that he has a genuine concern about our country's unfair trade policies and the hardworking men and women whose livelihoods and families are affected by them.

A Stronger America

Sen. Obama understands that America needs fair trade policies that will create a level playing field with our trading partners. He understands that the corporate race to the bottom has had a devastating impact on our middle class and our communities. Trade with foreign nations, he has said, should strengthen the American economy and create more American jobs.

Take, for example, the South Korea Free Trade Agreement, which Sen. Obama opposes and Sen. John McCain supports. The agree-

ment fails to ensure that American-made cars and trucks receive fair treatment in the Korean market. We currently have an \$11 billion deficit in automotive trade with Korea. Last year, Korea sold 700,000 vehicles in the U.S. and the U.S. sold only 4,556 in Korea. The proposed South Korea agreement does not do nearly enough to enforce commitments by Korea to open up its market.

Supporting Unions

Trade, of course, is not the only reason why the Teamsters Union has endorsed Sen. Obama. He understands what working people are going through. He will fight for passage of EFCA, an improved health care system, retirement security and good jobs. He will join us in our commitment to rebuild our nation's transportation infrastructure and will make appointments that make sense—people who will protect workers. In his administration, a President Obama will ensure our toys and food are safe, that EFCA becomes law, that trade policies don't just benefit big business and that working Americans are dealt a fair hand.

I am proud of our union's support of Sen. Obama and will continue to stand with him as he fights for a fair trade policy and other issues that benefit American workers.

James P. Hoffa

UPS Freight Workers Ratify Contract

More Than 9,900 Workers Covered Under Agreement

The Teamster ranks swelled by 9,900 new members with workers at UPS Freight overwhelmingly ratifying a contract with 89 percent of the vote. The agreement will improve wages, benefits and working conditions.

The Teamsters kicked off this organizing campaign in 2006 when it organized UPS Freight (formerly Overnite Transportation) workers in Indianapolis and negotiated a contract with the company that was ratified by a 107-1 vote last October.

In January 2008, the Teamsters launched its nationwide campaign. Teamsters General President Jim Hoffa and Teamsters Package Division Director Ken Hall attributed the organizing success to the card-check agreement the Teamsters won from UPS in 2006.

"The card-check agreement gave the Teamsters the boost it needed to organize UPS Freight, and the workers responded overwhelmingly," Hoffa said. "We were amazed that at the

90-day mark of our national campaign, 9,900 workers had signed cards. This shows the workers' commitment in joining a union that will give them a strong voice in the workplace."

The Contract

"We were committed to providing the best contract we could for these workers and we have achieved that," Hall said.

The contract expires on July 31, 2013. Among the contract's highlights:

- Wage increases totaling \$4.35 per hour, or nearly 11 cents a mile, over the contract;
- An improved health care plan with lower employee premium costs with no increases in costs to employees over the life of the contract;
- Overtime pay for work exceeding eight hours per day or 40 hours per week; and
- UPS Freight employees lock in their current pension benefits.

The Teamsters will continue to organize UPS Freight workers



nationwide. There are currently more than 15,000 UPS Freight workers, with 12,600 eligible to sign cards. The contract ratification caps a 50-year struggle by the Teamsters to organize workers at Overnite, which was bought by UPS in 2005 from

Union Pacific Railroad and renamed UPS Freight.

For more information on the UPS Freight campaign, visit www.teamster.org/info/upsfreight.

GENERAL EXECUTIVE BOARD

James P. Hoffa
General President
25 Louisiana Ave. N.W.
Washington, D.C. 20001

C. Thomas Keegel
General Secretary-Treasurer
25 Louisiana Ave. N.W.
Washington, D.C. 20001

VICE PRESIDENTS AT-LARGE
Randy Cammack
845 Oak Park Road
Covina, CA 91724

Fred Gegare
1546 Main Street
Green Bay, WI 54302

Ken Hall
267 Staunton Ave. S.W.
South Charleston, WV
25303

Carroll E. Haynes
50 Calhoun Avenue
New Rochelle, NY
10801

Fredrick P. Potter Jr.
3400 Highway 35
Executive Plaza, Suite 7
Hazlet, NJ 07730

Fred Simpson
20300 Civic Center Dr.
Suite 320
Southfield, MI
48076-4169

George Tedeschi
25 Louisiana Ave. N.W.
Washington, D.C. 20001

TEAMSTERS CANADA
Robert Bouvier
President
Teamsters Canada
2540 Daniel Johnson
Suite 804
Laval, Quebec
Canada H7T 2S3

Tom Fraser
1890 Meyerside Drive
Mississauga, Ontario
Canada L5T 1B4

Don McGill
490 E. Broadway
Vancouver, B.C.
Canada V5T 1X3

CENTRAL REGION
John T. Colli
5940 W. Montrose Ave.
Chicago, IL 60634

Patrick W. Flynn
4217 South Halsted St.
Chicago, IL 60609

Cheryl Johnson
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Walter A. Lytle
2644 Cass Street
Fort Wayne, IN 46808

Gordon Sweeton
1601 Maiden Lane
Joplin, MO 64802

EASTERN REGION
Jack Cipriani
P.O. Box 35405
Greensboro, NC 27425

William Hamilton
2845 Southampton Rd.
Philadelphia, PA 19154

Daniel J. Kane Sr.
1308 Pierce Street
Rahway, NJ 07065

John Murphy
348 D Street
Boston, MA 02127

SOUTHERN REGION
Tyson Johnson
1007 Jonelle Street
Dallas, TX 75217

Ken Wood
5818 E. MLK Jr. Blvd.
Tampa, FL 33619

WESTERN REGION
J. Allen Hobart
14675 Interurban Ave. S.
Suite 301
Tukwila, WA 98168

Chuck Mack
P.O. Box 2270
Oakland, CA 94621

Jim Santangelo
818 S. Oak Park Road
Covina, CA 91724

TRUSTEES
Ferline Buie
2120 Bladensburg
Rd. N.E.
Washington, D.C.

Frank Gallegos
207 North San Joaquin
Salinas, CA 93906

Henry B. Perry Jr.
976 E. Brooks Ave.
Memphis, TN 38103

Keeping the Pressure On Teamsters Keep the Border Closed to Most Trucks

Teamster voices are dimming the prospects for the Bush administration's illegal pilot program opening the border to trucks from Mexico.

Very few Mexican trucks are now traveling into the U.S. interior, according to John Hill, Federal Motor Carrier Safety Administration chief. Because there's so little interest in the pilot program, the government won't be able to draw any valid conclusions about it, Hill said. The reason for the program's failure? Hill blamed the Teamsters. In a newspaper interview on March 6, Hill said companies were reluctant to buy insurance for their trucks when they expected the program to shut down.

That's because the Teamsters haven't let up in their fight against opening the borders to trucks from Mexico. The battle shifted to Capitol Hill during February and March. In hearing after hearing, Transportation Secretary Mary Peters faced angry members of Congress who told her she was breaking the law by keeping the border open. Congress last year passed a law cutting off funding for the pilot program. Peters ignored Congress and refused to put the brakes on it.

"There Will Be Consequences"

Sen. Byron Dorgan (D-ND) excoriated Peters for her arrogance in defying Congress during a special hearing of the Senate Commerce Committee.

He was especially angry that the Transportation Department failed to put measures in place to make sure that every truck would be checked.

"We don't know that every truck has been inspected every time," he said. "There will be consequences for this."

Sen. Mark Pryor (D-AR) had the same message. "The secretary and her counsel will not have the last word," he said. "The Congress will have the last word."

The day before the Commerce Committee hearing, Teamsters General President Jim Hoffa took on Peters' claim

that cross-border trucking would help the U.S. economy. He pointed out that the U.S. had a trade surplus with Mexico before NAFTA was enacted.

"Last year we had a \$75 billion trade deficit with Mexico," he said. He cited a long list of companies that have moved their operations to Mexico.

"The Teamsters Union has been a constant critic of NAFTA. We were right. We're hemorrhaging jobs."

Meanwhile, the 9th Circuit Court of Appeals continued to consider the union's request for an injunction stopping the program.

"The secretary and her counsel will not have the last word. The Congress will have the last word."

— SEN. MARK PRYOR (D-AR)

For more information on the status of Mexican trucks and what the Teamsters are doing on the issue, visit www.firemarypeters.com.



Part And Parcel

DHL Workers in Michigan and Ohio Choose the Teamsters

In two elections held in early March, nearly 400 workers at DHL facilities voted overwhelmingly to join more than 12,500 fellow workers in the DHL system as Teamsters.

"I was in a truck when the vote count came in," said David Corwin, a package handler at the DHL sort center in Niles, Michigan. "I jumped up and down and said, 'Man, this is great.' At first I thought we were just going to barely make it but the vote wasn't even close."

By a 258-46 margin, the approximately 370 workers in Niles chose to join Local 299 in Detroit. The workers seek stronger wages, affordable health care coverage, job security, safer working conditions and on-the-job respect.

"At a meeting last week, we told our managers: this vote was



not against them," said Ted Hall, a package handler. "We want our company to succeed. As Teamsters, we're looking to have some things guaranteed for us."

"This is a great victory for these DHL workers and I am proud to welcome them into our union," said Kevin Moore, Local 299 President. "We have a strong history of representing DHL workers and we will work together to see that these workers and their families have a voice at DHL."

"Without a doubt, we worked hard for this," said Genee Neal, a package handler. "We know that as Teamsters we will have a voice to protect our interests in the workplace."

Gateway Victory

In votes counted just before the Niles workers' election, 19 sort maintenance mechanics and tech reps at the DHL gateway in Wilmington, Ohio voted 17-2 to join the Teamsters.

"This is a great win for us,"

said Gary Mendenhall, a sort maintenance mechanic. "As Teamsters we can negotiate together for things that matter here in Wilmington."

The workers seek stronger wages, affordable health care coverage, job security and on-the-job respect.

"I am proud to welcome these DHL workers into our union," said Roger Insprucker, President of the Ohio Conference of Teamsters. "As Teamsters we will work to not only enhance the livelihood of these workers and their families, but we will also fight to make DHL a strong and positive presence in our Wilmington community and in the industry."

"Forming a union makes things fair and puts us on an even level with DHL," said Darrel Allen, a sort maintenance mechanic.

Save The Date!

WHAT: Teamsters 2008 Women's Conference

WHEN: September 10-14, 2008

WHO: Open to all Teamsters

WHERE: Fontainebleau Hotel, Miami—\$159 single or double room occupancy. Hotel reservations must be made by July 29. Call 1-800-548-8886 and ask for the IBT Women's Conference rate.

HOW MUCH: Conference registration is \$50 per person. The registration fee will be waived for those who register by June 1.

For more information, visit www.teamster.org.



For more information on the DHL campaign, visit www.teamster.org/resources/dhlexpress/dhlexpress.asp.

Good Jobs, Green Jobs

Union Jobs Benefit the Environment

It's not easy being green, but the Teamsters are at the forefront of a labor partnership with environmental groups to maintain and create good union jobs in a green, or environmentally-friendly, economy. This can involve anything from construction workers building green buildings to more jobs for sanitation workers because of new recycling initiatives.

Representatives from numerous Teamsters Union departments and divisions, as well as Teamster members from Pennsylvania, recently attended the two-day "Good Jobs, Green Jobs" conference held in Pittsburgh. Nearly 100 experts from labor, government, business, academia and the environmental, public health and scientific commu-

nities gathered to present on various topics to more than 500 participants.

Teamster representatives served on panels and distributing information on how the Teamsters plan to partner for a nation where, for workers, green is good.

Recycling Creates Jobs

A major topic was the importance of recycling in not only contributing to a robust green economy, but also in providing for good jobs with union protections.

"The Teamsters Union strongly supports establishing recycling programs across the country," said Bob Morales, Director of the Solid Waste, Recycling and Related Industries Division. "This gives

back to our communities in two ways: helping to clean our environment, and providing additional jobs performed by hardworking union members."

Ultimately, landfill space will begin to disappear. Recycling means reducing growth of landfills and incinerators, which is better for the environment. The Teamsters have already been working with environmental organizations to strengthen recycling pro-

grams across the country.

The next step for the Teamsters is to partner with more environmental groups to help more Americans get out of poverty by creating green jobs that are union jobs. The focus on creating union jobs that are ecologically friendly is a goal of the Teamsters Union in preparing for a more environmentally conscious global future. And that would make anyone, well, green with envy.



Rally in Raleigh

State Capital Police Join Teamsters

North Carolina's State Capital Police officers recently voted to join Greensboro-based Local 391.

With the vote, 40 of the 55 officers who work in Raleigh's Statehouse became the latest group of law enforcement officers in North Carolina to affiliate with the Teamsters.

"Police officers are joining the Teamsters primarily because they hope the union's clout in Raleigh and Washington can help them achieve better lives for their families and better retirements," said

Jack Cipriani, International Vice President and President of Local 391.

Cipriani, other Local 391 officials and Sgt. Rick Armstrong of the Raleigh Police Department recently met with State Capital Police officers to welcome them to the Teamsters. The Raleigh Police Protective Association was the first law enforcement group to join the Teamsters from North Carolina. Armstrong is the RPPA President.

"We saw the difference that the union made for other public employees and wanted some of that power for ourselves. We are already seeing the dividends of our affiliation," Armstrong said.

Other Victories

After the Raleigh victory, other departments began contacting Local 391 officials. The local has since added police officers from

Apex, Carrboro, Morrisville, Garner, Jacksonville, Wilmington and Leland to their roster.

All the police officers are seeking better retirements and an "Officers' Bill of Rights" that codifies their personal rights in all aspects of the job. Currently there is no uniform standard in the state for officers' rights. Without such a standard, police officers risk becoming subject to legal action through their performance of regular police duties.

The Teamsters are committed to lobbying local and state government to improve working conditions for public employees.

For more information on the Teamsters Law Enforcement League, visit their web site at www.teamster.org/divisions/publicservices/TLEL/tlel.asp.



Employee Rights Affirmed Judge Orders News-Press Owner to Obey the Law

Handing a major victory to eight fired reporters at the Santa Barbara News-Press, a federal judge ruled that Wendy McCaw, the paper's multi-millionaire owner and co-publisher, repeatedly and flagrantly broke the law trying to keep the Teamsters out of her newsroom.

The News-Press newsroom voted 33-6 in September 2006 to join the Graphic Communications Conference (GCC), a division of the Teamsters Union. "The judge's decision

was a rebuke of vindictive management policies and a victory for courageous editorial writers who were punished for exercising their basic right to organize," said George Tedeschi, International Vice President and GCC President.

Administrative Law Judge William Kocol denounced the "flagrant nature of the violations in this case" and McCaw's "widespread, general disregard for the fundamental rights of the employees."

Judge Kocol ordered McCaw



to reinstate the eight and "make them whole" for lost benefits and pay, with interest. He said the News-Press must discard bad evaluations given to union

sympathizers and stop intimidating, threatening, harassing, disciplining, firing and spying on employees who showed support for the union.

Web Help

Teamsters, Unions-America.com Help Locals Create Web Sites

The Teamsters Union and Unions-America.com have joined forces to provide web site building and hosting services to all Teamster locals. The TeamsterActive system makes it easy for any local union to create and maintain its own web site. The system requires only basic computer skills—if you can send an e-mail you can use this system.

TeamsterActive operates completely over the Internet, so locals do not have to purchase or learn expensive new software. Plus, Unions-America provides 24/7 tech support and training. Unions-America.com is a GCC Teamster employer, which means that all sites created in the TeamsterActive system are union made

by Teamster members and will carry a GCC union bug.

"More and more our members are turning to the web for their news, to have their voices heard on critical legislative issues and to build solidarity with other Teamsters. It is important that our locals utilize this vital technology to more fully involve and engage our members," said Jim Hoffa, Teamsters General President.

The TeamsterActive system has been designed to make creating and updating web sites as simple and inexpensive as possible. Locals can even choose to have Teamsters Union news headlines and press releases automatically update on their pages.

Designers have created four

web site layouts and developed a variety of color schemes to choose from. Local unions can also choose the features they want and populate the site with their own content so every site will have a professional design and local flavor.

Visit teamster.org/teamsteractive for more information and to sign up for an online demonstration.

A Smirking Quality

The judge thoroughly discredited Associate Editor Scott Steepleton, who the News-Press claimed made all the termination decisions. Kocol said Steepleton's testimony in court was "exaggerated if not totally fabricated" and occasionally "had a smirking quality to it."

McCaw, who has hired 10 law firms in an attempt to thwart unionization, has vowed to exhaust all avenues of appeal. The National Labor Relations Board will seek an injunction against the News-Press this spring in U.S. District Court in Los Angeles, asking for immediate reinstatement of the fired reporters.

"We very much look forward to reclaiming our rightful jobs and providing the community with the quality journalism it deserves," said Dawn Hobbs, one of the eight illegally fired reporters and a union leader. "While our reinstatement would be a critical step in the right direction, this fight is long from over. We still need to settle on a fair employment contract that each side can agree to."

For more information on the GCC, visit www.teamster.org/divisions/gciu/gciu.asp.



Driving Up Standards

Web Presence of Bus Workers Upgraded

With Teamsters successfully organizing more than 6,000 school bus and transit workers in the last 14 months, it became apparent that it was time the workers' campaign web site, www.schoolbusworkersunited.org, saw a facelift. With that came both a new slogan—"Drive Up Standards / School Bus and Transit Workers United"—and a second address that people can use to access the site: www.driveupstandards.org.

There are pages of the web site that are updated almost every day, especially the forum and the blog. The upgrade to the site will make it easier to maintain. Visit www.schoolbusworkersunited.org or www.driveupstandards.org for more information.

Eighteen: The Culture That Moves Us

Daughter of Teamster Documents Truckers' Lives in Photo Book

Kim Reiersen didn't get to see as much of her Teamster dad as she would have liked growing up because he was a long-haul trucker. But when she started taking photographs of truckers and their environs years later, a labor of love turned into a book documenting the lives of these unsung heroes. *Teamster* magazine talked to Reiersen recently about her photography book, "Eighteen: A Look at the Culture That Moves Us."

What influence did your Teamster father have on this project?

When I first started taking photos of truck stops and drivers, I wasn't thinking about

doing a book. It was after a few road trips across the U.S. that it dawned on me what the specific attraction was: My father had been a truck driver. Since he was a long hauler, I didn't see much of him and I think subconsciously I wanted to find out what his life as a driver must have been like. After spending five years off and on documenting these men and women drivers, I realized that this wasn't just a personal project, but something I needed to share with the public; to make them aware of the importance these drivers have on everyone's daily life. Everything we have, inside and out of our homes, has been brought by a driver.

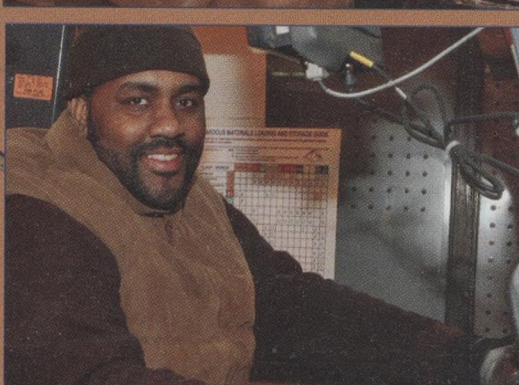
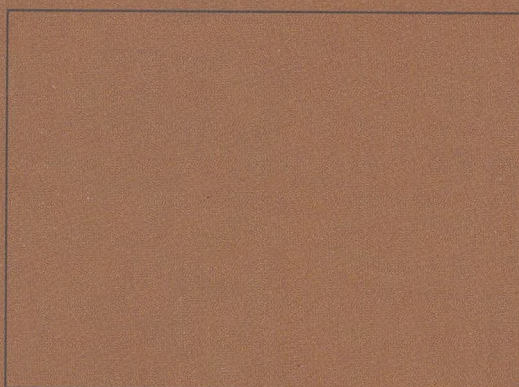
Can you talk a little bit about the process you went through to get these photos?

The book took me five and a half years to photograph. At first, I just photographed whenever I took a trip to see my mother from east to west coast and back. Then as my project turned from personal to public, I spent months at a time driving around to different states. I outfitted my car with a CB radio and with a Rand McNally Road Atlas and set off to drive to over

25 different states. All the drivers I met were very open and gracious enough to share their stories. I think they saw that I was genuinely interested. We talked about everything from family life to politics—they had a lot to say and found it refreshing that there was someone (other than another driver) who wanted to hear it all.

For more information, visit Reiersen's web site at www.kimreiersen.com.





FREIGHT MEMBERS STEP UP

**Workers Embrace Change,
Overwhelmingly Ratify NMFA**



TO PAT WOLFMEYER, a 24-year freight Teamster, union leaders who negotiated the National Master Freight Agreement succeeded on many levels despite the tough economic times facing the freight industry.

"The negotiators took care of our health, welfare and pension benefits, which were my top priorities," said Wolfmeyer, a USF Holland city driver and member of Local 600 in St. Louis. "They did that by securing record contributions from employers. On top of that, we also got solid wage increases and they maintained the COLA (cost-of-living adjustment)."

Bill Kellerman, a hostler at Yellow Transportation who is a member of Local 375 in Buffalo, New York, agreed.

"We maintained our benefits, including health care, without any cost to us," Kellerman said. "What we got is almost unheard of today. I think General President Hoffa and National Freight Division Director Tyson Johnson are doing a great job."

Teamster freight members overwhelmingly ratified the 2008-2013 NMFA that protects existing Teamster jobs, maintains a strong wage and benefit package and provides new language to allow the largest unionized carriers a chance to better compete, which will give Teamsters more job security.

"This is a landmark contract because we won many economic gains despite this poor economy, and we have taken steps to allow the largest unionized companies a better chance to compete against the nonunion competition," Johnson said.

"This contract provides a more secure future for the 70,000 Teamsters and their families covered by the NMFA," Hoffa said.

Record Turnout

The NMFA was ratified by a 67 percent margin. On top of that, 60 percent of the freight members covered by the contract cast ballots, a record number.

The strong gains include unprecedented employer health, welfare and pension contribution increases of \$5 per hour over the life of the agreement, and wage increases of \$2.20 per hour and 5.5 cents per mile over the life of the agree-

ment, including 50 cents per hour in the first year. That's an average increase of 3.9 percent in wage and benefit-contribution increases.

The union also maintained the COLA, which kept wages up with inflation by providing an additional 10 cents per hour increase under the 2003-2008 contract.



Dale Moehnke, a city driver at Yellow in Austin, Texas, said he is hopeful that a new position created under the contract, known as a "utility employee," will help spur more Teamster work. The new position is a bid employee who can service freight on a more expedited basis.

"A lot of Teamsters are on layoff right now," said Moehnke, a steward and member of Local 657 in San Antonio. "Hopefully this new position can help us pick up the extra business that's out there. We know the work is out there because of the nonunion regional carriers that are growing. We need to make those Teamster jobs."

Jay Shaner, a combination driver at Roadway Express in Boulder, Colorado, said that given the very difficult economic environment fac-

ing the freight industry, the contract was especially good.

"The bottom line is that the freight industry is shaky right now," said Shaner, a member of Local 17 in Denver. "I was thrilled to see we were able to maintain our health and welfare benefits. My favorite thing is the fact that we were able to secure our pensions."

Changing Times

Shaner also is hopeful the new utility employee position will lead to more work for Teamsters. The new position and other changes aimed at making the companies more competitive are important, he said.

"We have to make the employers profitable to get through these uncertain times," he said. "In the long run, that will help Teamsters' job security."

Contract Summary

The following is a summary of the key changes in the national contract.

PAY, BENEFIT INCREASES AND IMPROVEMENTS

Health, welfare and pension. The union negotiated record employer contribution increases over the life of the agreement, sufficient to maintain and possibly improve existing health and welfare and pension benefits for the vast majority of members and retirees. The record settlement of \$5 per hour in the agreement was hard fought as the union resisted the employers' demand of co-pays for health and welfare.

Wages. The wage package provides increases of \$2.20 per hour and 5.5 cents per mile over the life of the agreement, including 50 cents per hour in the first year. This will result in hourly rates in excess of \$24 per hour in most parts of the country by the final year.

Overall economics. When you take the health, welfare and pension contributions and the wages into account, it translates into an average increase of 3.9 percent each year of the contract. Not including any overtime or COLA payments, a typical NMFA driver will see roughly \$14,000 more during the next five years of the proposed agreement with most hourly rates in the area of \$24.50 by the end of the contract. Employer benefit contributions will go up more than 35 percent over the same period, which makes the total compensation of the package in excess of \$40,000 over the life of the contract.

COLA maintained. The 2008-2013 agreement maintains the improved COLA language that was first negotiated in 2003 and paid the first COLA to freight members in more than 20 years during the 2003-2008 contract.

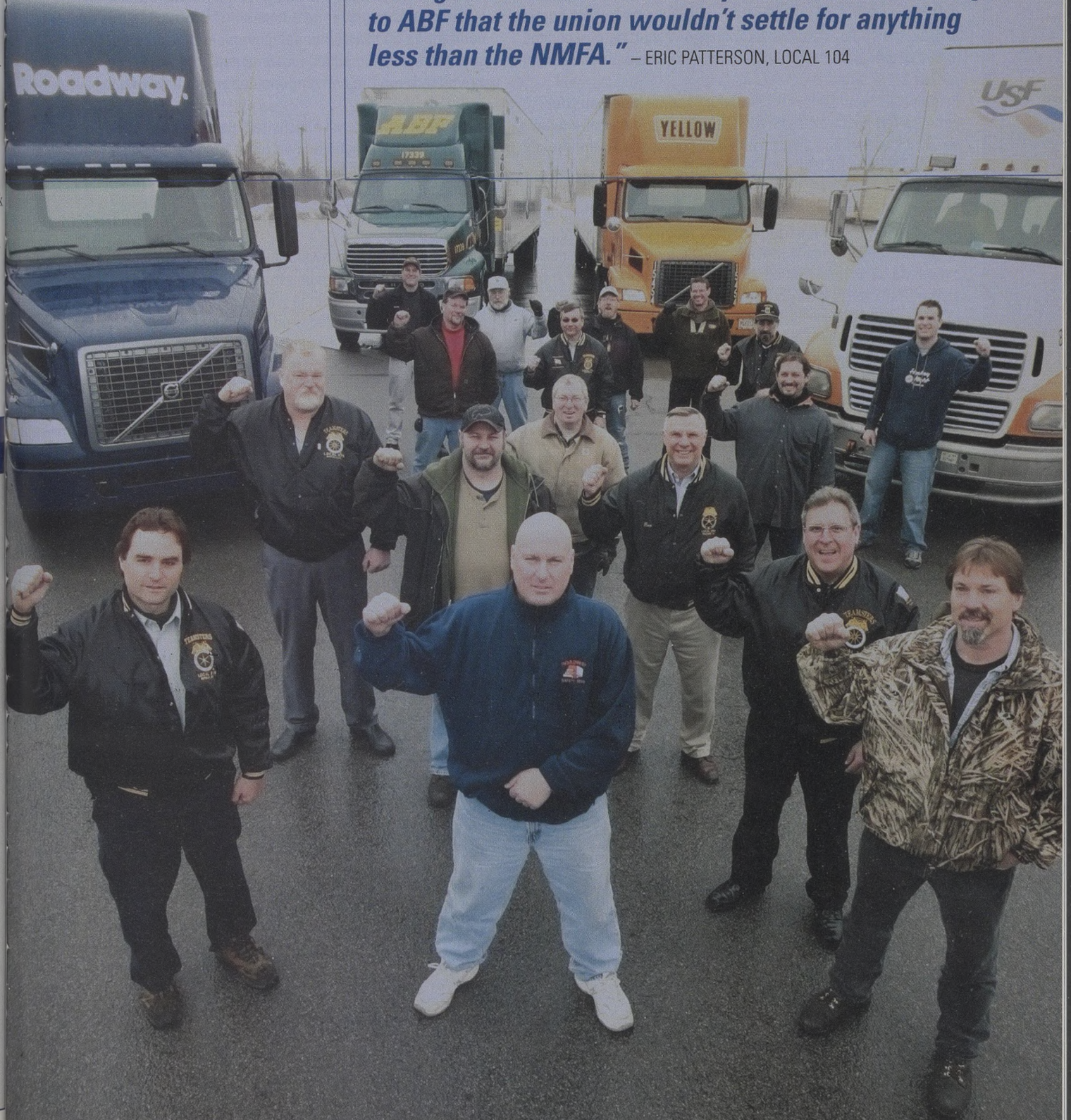
Education and training. For the first time, the negotiating committee was able to secure a \$250 payment for those employees who complete CDL training and certification under the new agreement.

The sick leave benefit period was changed from a contract year basis to a calendar year basis beginning in 2008. This means members will benefit from additional sick leave in 2008 as the five days for the first year will be granted from April 1 to December 31, 2008. In addition, sick leave will be paid on the first day of absence in all parts of the country rather the third day, which was prevalent under some supplements.

Family and Medical Leave Act (FMLA). The employer may not force an employee to use pre-scheduled vacation time as FMLA leave. Employees, who have taken separate hours of unpaid leave for medical reasons, cannot be forced to substitute accrued leave for FMLA leave if the employee is receiving supplemental loss-of-time disability benefits from a benefit plan.

Jury duty. Employees selected for jury duty whose shifts begin after 4 p.m. will not be required to report to work.

"The Teamsters held the line and created unity among the ABF members. They sent a clear message to ABF that the union wouldn't settle for anything less than the NMFA." – ERIC PATTERSON, LOCAL 104



Union Takes Bold Step to Help Companies Grow

Facing a continued erosion of freight levels for the foreseeable future, the union took the bold step of enabling the largest carriers to grow their operations by starting up new short haul, expedited operations as well as look at new ventures in the truckload market.

Initially, this would allow the transfer of some long-haul, dedicated rail traffic back to the road, all utilizing Teamster employees while enhancing the carriers' offering of end-to-end freight services for most shippers.

To make these industry mandated changes possible, the union agreed to a new local cartage classification called "utility employee," a bid employee who can service freight on a more expedited basis than traditional workers can operating in the typical "hub and spoke" system.

This new position will be bid based on seniority from the "road" and "local cartage" boards. Because the driver is expected to load and unload his freight in addition to dropping and hooking his own unit, the pay for this position will be \$1 per hour higher than the local cartage driver.

The utility employee will still receive traditional overtime and

local cartage protections and get paid for all hours on duty, even when laying over on occasion. This premium position will not infringe on the traditional movement of freight but rather concentrate on expedited movements that can not be efficiently moved through the conventional long-haul network.

The utility employee will handle next-day and second-day freight exclusively in a designated part of the terminal. The utility employee, however, will not be used to replace or eliminate employees in the existing LTL (less-than-truckload) operations.

Off-Rail Traffic

With both parties acknowledging the lack of union presence in the diverse and expanding truckload sector, changes were negotiated in the contract in which the largest national carriers would annually be required to reduce the level of dedicated intermodal rail traffic, currently at 26 percent, and create additional job opportunities for Teamster drivers to handle truckload freight.

Because of changes instituted by the railroads over the past few years, it has become cost effective to move certain traffic from the rail to the road.



Eric Patterson, a steward at ABF Freight System and member of Local 104 in Phoenix, said he was impressed at how the union's organizers stood firm against ABF's threats to withdraw from the NMFA.

"The Teamsters held the line and created unity among the ABF members," Patterson said. "They sent a clear message to ABF that the union wouldn't settle for anything less than the NMFA."

In early February, ABF agreed to the union's demand that the company would be bound by the proposed 2008-2013 contract. By doing so, ABF employees' health, welfare and pension benefits will be protected. Also, ABF employees' wages and working conditions will improve, as well as their job security.

Patterson agreed that the contract is solid, especially given the tough economic climate.

"I'm not paying anything toward my health-care benefits and I have little ones at home," he said. "This is huge."

Curt Block, a dockworker at Yellow in St. Paul, Minnesota, said the contract's new language allowing the large employers a better chance to compete with nonunion companies is important.

"YRC Worldwide (parent company) needs to become more competitive—it will help Teamsters," said Block, a steward and member of Local 120. "I'm coming up on 15 years with the company and my dad was a Teamster for 15 years when he lost his job due to deregulation. I think of that. For me, the job security and benefits are important, and this contract delivers."

Staying On Track

Kevin Blake, a city driver with USF Holland and member of Local 505 in Huntington, West Virginia, said union negotiators remained focused on members' priorities, and the effort paid off.

"The companies gave us what we asked for—better pay and benefits," said Blake, a steward.

Blake said some of his coworkers are a little worried

about the new language aimed at making the companies more competitive, but that most understand the need for it.

"We've got to be flexible to give the employers a chance to succeed so that we succeed," he said.

Edward Poger, a city driver at Roadway and member of Local 707 in Hempstead, New York, said the contract is about making the necessary changes now to avoid job losses in the years to come.

"We needed to change to let the companies grow so that our jobs will be around," said Poger, a former steward. "There's only a few of the union companies left, and if we don't change, there will be no future in this industry. At the same time, the contract has protections built into the new language allowing companies to grow so that Teamsters have safeguards. If the companies use the new language wisely, they will gain business and this will help Teamsters."

Ed Etherton, a city driver who has worked at USF Holland for one year but is a 20-year Teamster, said the contract is solid and fair, particularly since the large employers are struggling financially. The language giving the companies a chance to compete is necessary.

"Without the companies, we don't have a contract," said Etherton, a member of Local 823 in Joplin, Missouri, who is also Secretary-Treasurer of the local.

"The contract is still the top of the line—the Teamsters still set the bar for the freight industry with the best wages and benefits," he said. "I'm a third-generation Teamster and the Teamsters mean everything to me. I owe everything to the union. I believe in the brotherhood and what the Teamsters represent. The Teamsters are the best advocates for the working man and woman."

New Member Protections

Teamster negotiators have taken steps to protect the rights of members with new committees and other protections.

Two new committees will address problems:

- A National Subcontracting Review Committee will have the authority to review alleged violations of the work preservation, diversion of work and subcontracting provisions of article 32 in the contract.
- A National Utility Employee Review Committee will oversee the introduction of these new services and their impact on the provisions in the NMFA, including seniority applications and any required change of operations.

Other steps:

- Grievant's bill of rights. There is new language forcing the employer to provide information requested by the union or suffer losing its right to present information in a case.
- New relocation work opportunities for CDL-qualified employees who seek transfers while on layoff.
- A new formula for immediately recalling laid-off employees when the number of overtime hours in a terminal exceeds a 25 percent weekly threshold of hours worked.
- New limitations on the employer's use of electronic devices for disciplinary purposes.

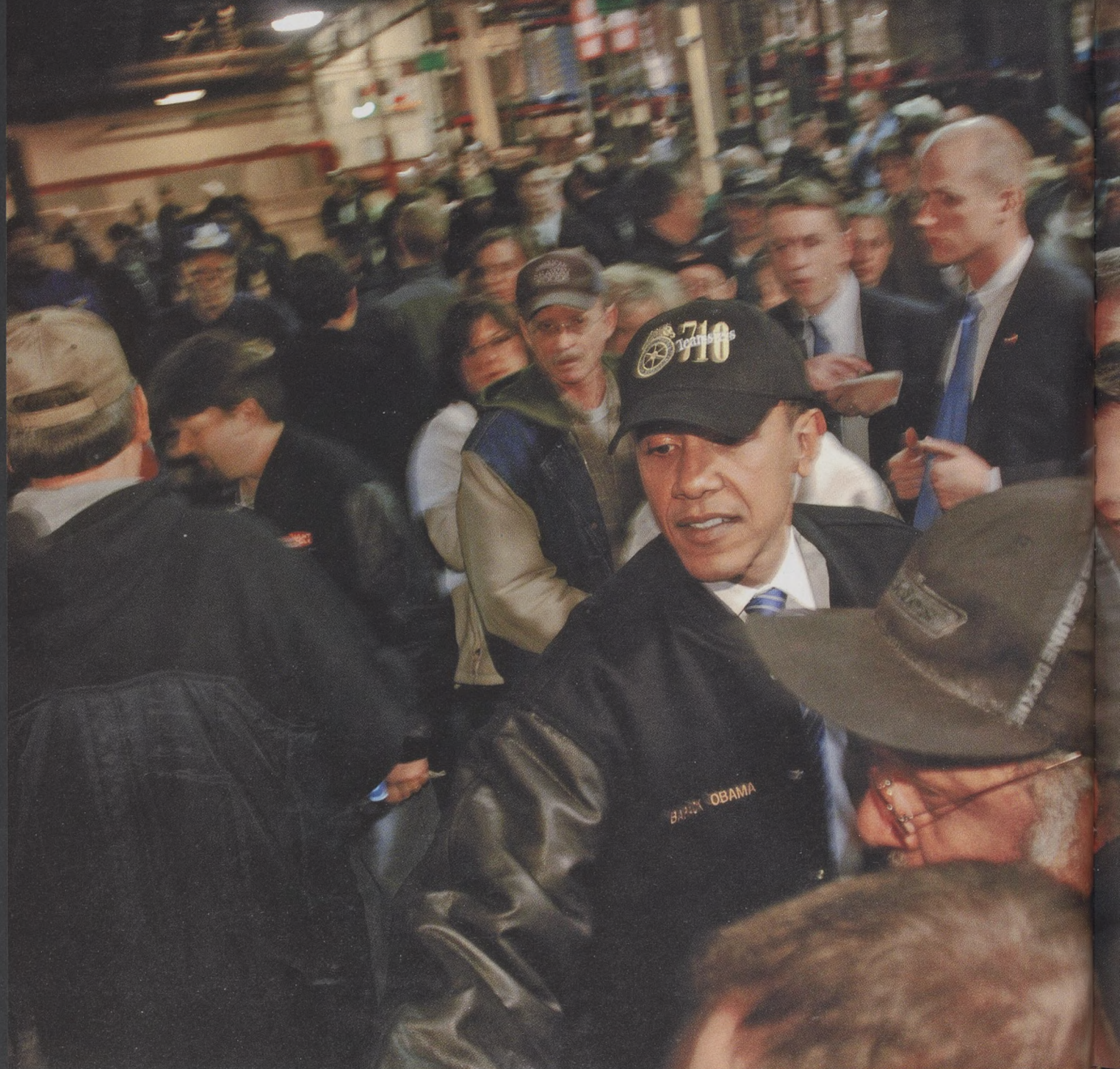
For More Information

To learn more about the freight contract and to see photos of workers, visit www.teamster.org/info/nmfa.



"It's time we have a president who didn't choke saying the word 'union.' We need to strengthen our unions by letting them do what they do best—organize our workers. If a majority of workers want a union, they should get a union. It's that simple. We need to stand up to the business lobby that's been getting their friends in Congress and in the White House to block card check. That's why I was one of the leaders fighting to pass the Employee Free Choice Act. That's why I'm fighting for it in the Senate. And that's why we'll make it the law of the land when I'm President." — SEN. BARACK OBAMA

TEAMSTERS





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CHANGE

Union Endorses Sen. Barack Obama, Mobilizes for Friend of Working Families

THE LAST TWO ELECTIONS for President of the United States have been excruciatingly close. They both came down to a small number of votes in a few key areas.

The 2008 election is shaping up to be another close one.

The power of 1.4 million Teamsters can swing this race in favor of someone who actually cares about working families. Think how different the last eight years would have been if the White House was occupied by a president who did not simply cater to big business.

With the endorsement of Sen. Barack Obama, the Teamsters Union recently took a bold step to make the next four years better for America's workers. As the last two elections made clear, though, simply casting a ballot on Election Day is no longer enough.

"Years from now, our members will be able to look back on this time, right now, and say they were part of history. That they helped elect President Barack Obama," said Jim Hoffa, Teamsters General President. "Every one of our 1.4 million members has the ability to make an impact on this race. Now more than ever is the time to put someone in the White House who has always genuinely cared about organized labor, even through his early days in the Illinois Statehouse."

The Right Person for Members

When the Teamsters Union endorsed Sen. Barack Obama for president, it was only after the union was sure he was the right person for the members. The decision was reached after thorough research, interviews and polling. The conclusion is that Obama is the candidate best suited to lead the country in the right direction and the only one who can right the destructive wrongs of the past eight years.

Shortly after the endorsement, Teamsters mobilized officers and members around the country to make a difference in this important election.

"We knew getting into this race that Obama faced extraordinary challenges," Hoffa said. "I've had the pleasure of having several candid conversations with Barack, many of them focusing on trade issues. There's no doubt in my mind that he has a genuine concern about not only our country's trade policies, but about the hardworking men and women whose livelihoods and families are affected by them."

Every bit of this primary fight, and every bit of the general election, will be an uphill battle in showing people how important it is for the United States to have trade policies that take American workers into account, and how our current policies affect nearly every facet of our lives.

Fair Trade Policies

Sen. Obama has long said the North American Free Trade Agreement (NAFTA) was oversold since its inception, and will work with Canadian and Mexican leaders to fix NAFTA so it's fair for American workers. The United States cannot continue losing jobs, factories and other facilities as a result of NAFTA.

Sen. Obama understands that America needs fair trade policies that will create a level playing field with our trading partners. He understands that the corporate race to the bottom has had a devastating impact on our economy and our communities. Obama also understands that the trade policies of the Bush administration have done nothing to raise the standards of workers globally.

Trade, of course, is not the only reason why the Teamsters Union has endorsed Obama. He will fight for the Employee Free Choice Act (EFCA), an improved health care system, retirement security and good jobs. He will also join with the Teamsters in their

commitment to rebuild the nation's transportation infrastructure.

"We're ready to take the offense for organized labor," Obama said in late 2007. "It's time we have a president who didn't choke saying the word 'union.' We need to strengthen our unions

by letting them do what they do best—organize our workers. If a majority of workers want a union, they should get a union. It's that simple. We need to stand up to the business lobby that's been getting their friends in Congress and in the White House to block card check. That's why I was one of the leaders fighting to pass the Employee Free Choice Act. That's why I'm fighting for it in the Senate. And that's why we'll make it the law of the land when I'm President."

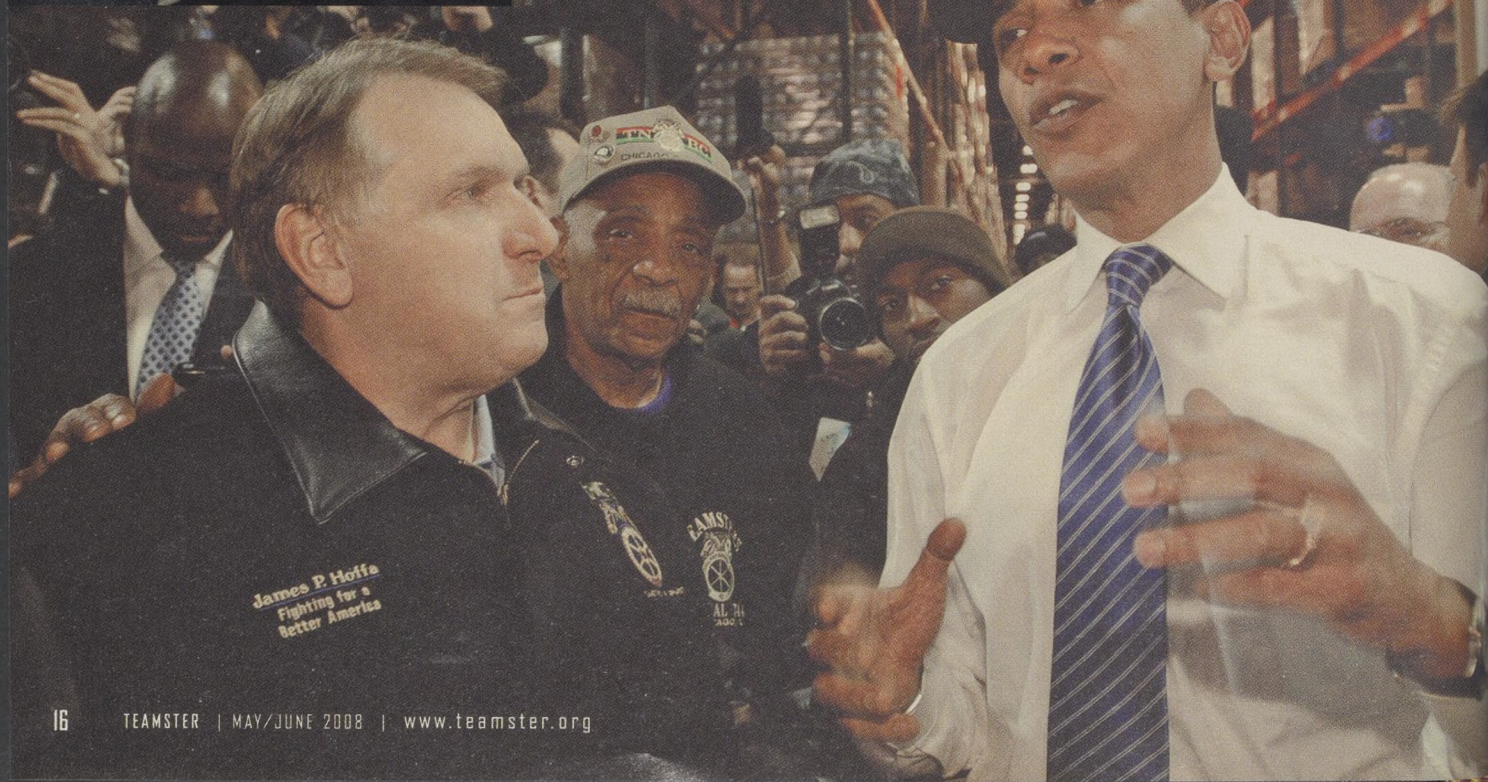
Obama supports the right of workers to strike if necessary. His web site, at www.barackobama.com, says "The system of collective bargaining is out of balance when workers who exercise their right to strike can be permanently replaced, effectively losing their jobs. As President, Obama will work to ban the permanent replacement of striking workers, so workers can stand up for themselves without worrying about losing their livelihoods."

Labor Record

"While in the Illinois Senate, Obama always had an open-door policy with labor," said John Coli, International Vice President and President of Chicago's Joint Council 25. "We have worked with Obama for years and he has always been a friend of working families and of the labor movement. So we're going to do everything we can to be a friend to him in this election."

Coli helped organize a delegation of Teamsters from Chicago to educate members in other parts of the country on Obama's labor record.

"The Obama campaign is really an opportunity to be a part



of something special," said Mike Ciaccio, a political director for Joint Council 25 in Chicago. "I've never seen responses like the ones Obama is getting. It's electric. He has a way of making people care about the issues and energizing people. So many Teamsters are really politically aware and plugged in on the issues—not just in the areas affecting organized labor but in general, and the members I've talked to about Obama really like what he has to say about the issues.

"Over the past eight years, I think most working men and women can tell you how important it is to have someone in the White House who is looking out for working people. Well, I can tell you this: Obama will look out for our country's working people because he did a great job of looking out for the working people of Illinois," Ciaccio said.

On the Right Track

"You vote for who you believe in. You vote for what is right. That's why, as a Teamster, I'm voting for Barack Obama," said Melvin Pryor, a member of Local 727 in Chicago.

Pryor was another Chicago-area Teamster who has been working on the union's get-out-the-vote effort on behalf of Obama. He has been going to worksites and talking with other

On the Issues

Obama's Views on Matters Affecting Labor

Ensure Freedom to Unionize: Barack Obama believes that workers should have the freedom to choose whether to join a union without harassment or intimidation from their employers. Obama co-sponsored and is a strong advocate for the Employee Free Choice Act (EFCA), a bipartisan effort to assure that workers can exercise their right to organize and secure initial agreements with their employers. As president, Obama will continue to work for EFCA's passage and sign it into law.

Increase Collective Bargaining Rights Across the Economy: Obama supports the Public Safety Employer-Employee Cooperation Act, which would provide public safety workers who put their lives on the line every day the right to bargain collectively.

Uphold Overtime Pay: Obama opposes proposals to roll back protections now granted to workers under the Fair Labor Standards Act. As a state senator, Obama passed a bill to restore overtime pay to 375,000 Illinois workers.

Hold Corporate America Responsible: Obama has joined union efforts to get Wal-Mart to improve working conditions, wages and health coverage.

Address Employer Abuse of Tax Law and Workers' Rights: Obama has led efforts to stop employers from unfairly classifying their employees as independent contractors rather than full-time employees. He introduced the Independent Contractor Proper Classification Act of 2007 to close this loophole, create a level playing field for workers and employers.

Oppose "Right To Work" and "Paycheck Protection" Bills: Obama opposes a national "right to work" bill that would limit union membership. Obama also opposes so-called "Paycheck Protection" bills that would put burdensome and unnecessary administrative regulations on unions.



Support Davis-Bacon Act: Obama supports the worker protections under the Davis-Bacon Act, which ensures local prevailing wages are paid on federal construction projects and transit employee collective bargaining protections.

Fight Attacks on Workers' Right to Organize: Barack Obama has fought the Bush NLRB's efforts to strip workers of their right to organize. He is a co-sponsor of the Re-Empowerment of Skilled and Professional Employees and Construction Tradeworkers (RESPECT) Act, which will overturn the NLRB's "Kentucky River" trilogy of decisions classifying hundreds of thousands of nurses, construction, and professional workers as "supervisors" who are not protected by federal labor law.

Protect Striking Workers: As President, Obama will work to ban the permanent replacement of striking workers, so workers can stand up for themselves without worrying about losing their livelihoods.

End Tax Breaks for Companies that Send Jobs Overseas: Obama believes that companies should not get billions of dollars in tax deductions for moving their operations overseas. Obama will also fight to ensure that public contracts are awarded to companies that are committed to American workers.

Raise the Minimum Wage: As president, Obama will further raise the minimum wage to \$9.50 an hour by 2011, index it to inflation and increase the Earned Income Tax Credit to make sure that full-time workers can earn a living wage.

Amend NAFTA: Obama will work with the leaders of Canada and Mexico to fix NAFTA so that it works for American workers.

VISIT www.barackobama.com to learn more about these and many other issues.

Teamsters about why they should also support Obama and what the U.S. might become under an Obama presidency.

"I've been watching Obama's career for some time so I know where he stands on the issues. Obama is for labor and I am a part of labor, so the fit is right for me. I've been passing out literature, talking to other Teamsters, knocking on doors and trying my hardest to make a difference," Pryor said. "Every Teamster out there has an opportunity to make a difference in this election."

"Obama is on the right track. He's for keeping jobs in the country, and that's just one of the reasons I'm going to different worksites trying to educate other Teamsters on why to vote for him," said Anthony Burns, a business agent from Local 703 in Chicago.

"Any time you have Americans struggling to pay the mortgage and can't stay afloat, or when jobs are leaving the country, something has to be done. That's why I'm involved," Burns said. "You can't just talk about what should happen in this country to make things right again. You have to get involved."

A Voice

Matthew Ford, a member of Local 507 in Cleveland, recently had the opportunity to see Obama speak at a rally in Ohio. "I really like the way Obama inspires the crowd, and his platforms and his views," Ford said. "I think the biggest thing about Obama and working families are the tax incentives and tax breaks that will actually go to working families."

Ford is no stranger to political campaigns. He has organized volunteers in the past and even drove people to the polls.

"I think Obama can bring camps together better than the other candidates," Ford said. "I think he can bring people together so that we can get some agreement on the health care issue so that someday we can have universal health care."

"I think Barack Obama will be better for working people everywhere, not just union members," said Fred Crow Jr., a red-mix worker and member of Local 436 in Valley View, Ohio. "We can't afford four more years of a republican in the White House."

"I am supporting Barack Obama because of his message of change," said Gregory Vaughn, a C&K Industrial Services worker and Trustee of Local 416 in Cleveland. "Obama will be a great president. I don't believe any candidate out there now has an agenda for the people, except Barack Obama."

"Obama understands the challenges working people face every day," Hoffa said. "He is the candidate in the best position to lead our movement to restore the American dream for working people in this country. He understands the importance of giving workers a voice at work and will fight for strong unions to help rebuild America's middle class."



Legislative Priorities

Teamsters 2008 Legislative Priorities

Teamsters have always been a powerful presence in the halls of Congress, making sure our elected leaders pay attention to the needs of working people. This year will be an especially busy one as many issues close to labor will be decided on Capitol Hill. Here are a few of the issues the Teamsters Union will be working on in this legislative session.

Employee Free Choice Act: The Teamsters will continue to fight for passage of this important bill. A bipartisan coalition reintroduced the Employee Free Choice Act (EFCA) in February 2007 (S. 1041 and H.R. 800) and the House bill passed by a 241-185 vote. The act would strengthen protections for workers to choose to form a union.

Mexican Truck Pilot Program: The Teamsters will continue to fight to keep our borders closed to unsafe Mexican trucks. Mexican trucks and drivers have not met all safety requirements, especially hours of service, drug and alcohol testing, and hazmat background checks.

Worker Misclassification: Worker misclassification puts the economic and retirement security of working families at risk. By misclassifying workers as "independent contractors," the employer evades basic federal and state labor standards and tax obligations. The Teamsters Union supports legislation to close loopholes, improve meaningful penalties and strengthen the enforcement of laws against misclassification.

Minimum Wage: Teamster members generally make more than the minimum wage, but all workers should have an opportunity to earn a living wage from their hard work. The Teamsters Union will support legislation to increase the minimum wage to \$9.50 per hour by 2011 and then make the minimum wage subject to an annual adjustment.

Health Care: Now is the time to make universal health care a reality. Eighty percent of the nearly 47 million uninsured Americans are from working families. Quality, affordable health care for all Americans must be a priority for this Congress.

Retirement Security: We must ensure that all Americans are provided with retirement security and work to reverse the decline in defined benefit pension plans. More than 40 percent of working families are in danger of not having enough retirement funds to ensure an adequate standard of living.

Rail Safety: The Teamsters Union is concerned that rail workers continue to be injured and killed on the job as a result of lax safety regulations and/or little or no enforcement of laws already on the books. H.R. 2095, the Federal Railroad Safety Improvement Act of 2007, which passed the House last year, makes significant strides in improving rail safety.

Colombia, Panama, and South Korea Free Trade Agreements: These free trade agreements are almost identical in every way to previous agreements that follow the flawed NAFTA/CAFTA model. There are insufficient labor and environmental protections, and the FTAs would encourage U.S. companies to move overseas.

Amtrak: The Teamsters Rail Conference and all of rail labor are committed to securing full funding for Amtrak to address all deferred

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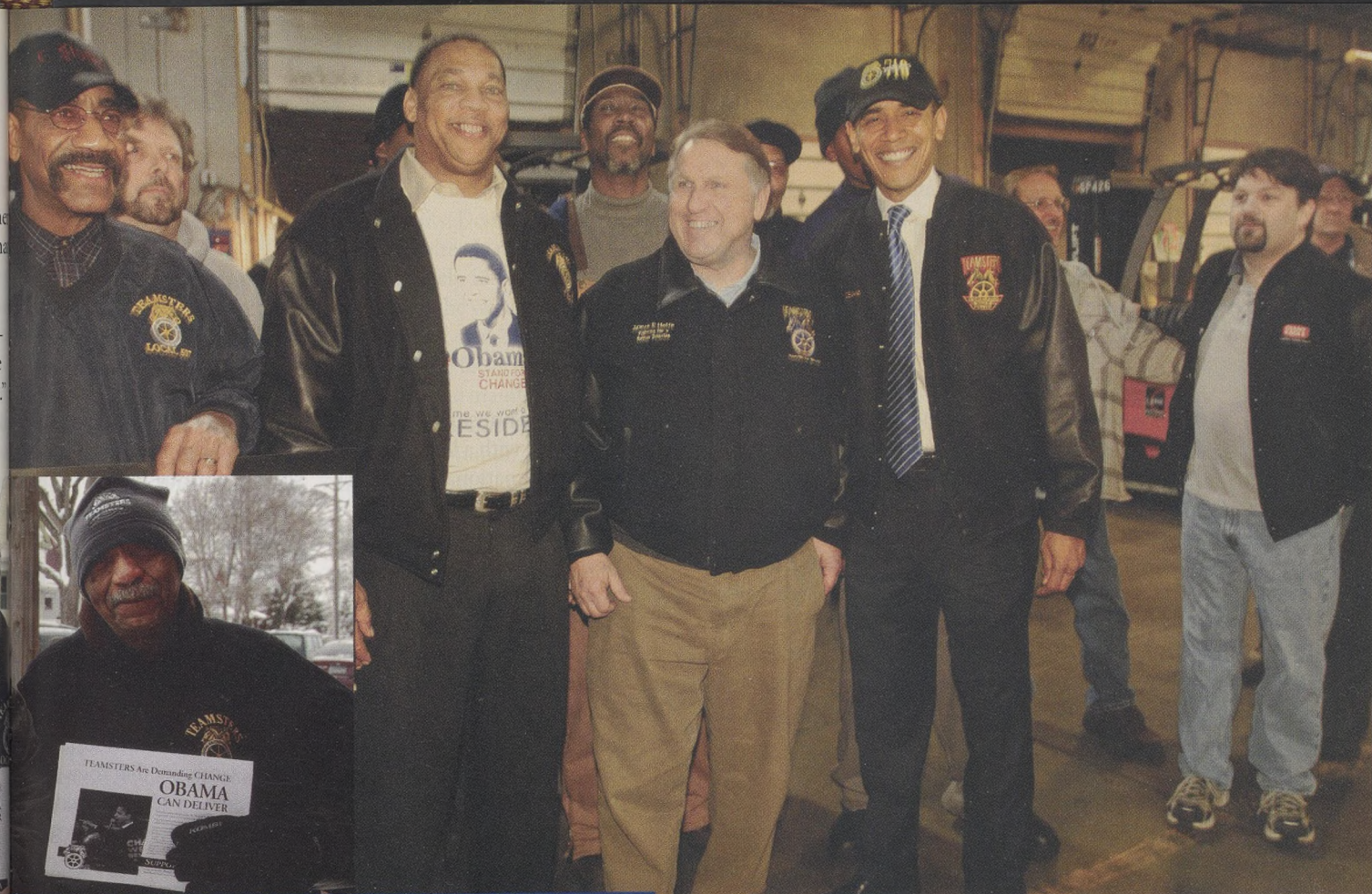
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issues and to provide a base for growth in the 21st century.

Commercial Driver Licenses/Personal Vehicle Violation Relief:

Teamsters who incur serious traffic offenses while driving personal vehicles face suspension or revocation of their commercial driver license (CDL) driving privileges. This provision was part of the Motor Carrier Safety Improvement Act that passed the Congress and was signed into law in 1999. The Teamsters Union is urging Congress to review this law and will continue to work to ease these onerous restrictions.

Aircraft Maintenance Outsourcing: Major U.S. domestic air carriers dramatically increased outsourcing in recent years, and now spend nearly two-thirds of their maintenance dollars on contract repair stations here and abroad. Foreign repair stations are not required to have the same number of FAA-certificated mechanics, or the same security rules, as airline-owned repair facilities in the U.S. Teamsters Union mechanics are urging Congress to impose a moratorium on any further outsourcing of aircraft maintenance by the country's airlines until there are uniform maintenance standards both here in the U.S. and abroad, and proper FAA oversight, because current practices endanger passenger safety and national security.

Visit www.teamster.org to learn more about the above issues, plus learn about what the Teamsters Union is doing on these issues:

- Trade policies that work for workers;
- Overtime pay for drivers;
- RESPECT Act;
- Federal prison industry reform; and
- Background check uniformity/redundancy.

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**Teamsters Want Change
Barack Obama Can Deliver**

Access TeamstersForObama.com today using
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Sticking Together

H&M International Employees Join Teamsters

Ray Munson worked at a rail yard in Philadelphia for six years as a Teamster member before he moved to Charlotte, North Carolina. When Munson moved to Charlotte to work for an H&M International Transportation rail yard, he became nonunion

and sinking morale. We knew some positive change had to come. We became Teamsters to better our position."

Considerable Support

The new members had considerable support in their efforts to join the Teamsters.

"We were prepared and unified and that's how we had the ability to do this. I'm proud of what we did—becoming Teamsters."

and noticed a big difference.

"I came from a mansion down to a shack," said Munson, who recently organized with his coworkers at the company, joining Local 71 in Charlotte.

The 30 newly organized members, who work as switchers, crane operators, forklift operators and gate clerks, contacted Local 71 seeking fair pay, affordable health insurance, fairness, seniority and an end to unfair discipline.

"We're pretty proud of our organizing department, our organizer Matt Emmick and the new members who stood together to become Teamsters," said Ted Russell, President of Local 71.

"When I started, I came to work at a job I enjoyed and was proud of what I did. I felt like I was an important part of the economy," said Jamey Powell, a driver operator for H&M International since 1999. "But over the years that eroded with no raises, no increases in benefits

Fred Potter, International Vice President and President of Local 469 in Hazlet, New Jersey, was instrumental in this campaign, as was Freddie Simpson, International Vice President and President of the

BMWED. Simpson quickly responded with a letter after H&M International conveyed to its workers it was resisting unionization because the Norfolk Southern Corporation would cancel its contract at the Charlotte facility if the employees voted for Teamster representation. H&M International is an intermodal contractor for Norfolk Southern. Norfolk Southern responded with a letter to Simpson emphasizing its neutrality in the election process, stating it would retain contractors "regardless of whether H&M's employees join a union." This letter empowered the workers to resist anti-unionization efforts.

In addition, a community delegation consisting of members of the Garden State

Alliance for a New Economy (GANE), a nonprofit that seeks economic justice through a collaboration of unions and community organizations, went to H&M International headquarters in Jersey City, New Jersey to support the workers' organizing efforts in Charlotte.

Kate Atkins of GANE told H&M International President Chuck Connors that they expected New Jersey-based companies to treat workers fairly in all parts of the country, and that they would "support the Charlotte workers in their effort to form their union."

"We were prepared and unified and that's how we had the ability to do this," Powell said. "I'm proud of what we did—becoming Teamsters."



LOCAL 728

First Transit

Nearly 200 First Transit bus operators who provide transportation for university, Coca-Cola and other workers in the Atlanta area voted unanimously to join Atlanta's Local 728 in three separate elections. In the three elections, there were no votes cast against the Teamsters. The new members include bus operators at Emory University, Georgia State, Kennesaw State, Atlanta University Center, Georgia Power, a FedEx airport facility, Coca-Cola and Georgia Tech.

"The workers are joining the Teamsters because they want some very basic things: respect, dignity and a voice on the job. Our union is committed to strategic organizing campaigns, and victories like this show how that commitment can pay off," said Randy Brown, Local 728 President.

The campaign involved an active organizing committee made up of workers at each of the major work sites, and dedicated rank-and-file members who served as organizers.

"The First Transit drivers came together for one common purpose—we wanted respect, safe buses and a voice on the job," said Hans Reid, a First Transit driver at Georgia Tech. "Today we made that goal a reality."

LOCAL 337

National Wine and Spirits

Recently, six maintenance workers at National Wine and Spirits near Detroit voted for Teamster representation. They are now proud members of Local 337 in Detroit.

These new members join

the already unionized workers at the facility. Detroit-based Local 299 already represents approximately 150 members working in the warehouse. A driver from Local 299, who is often at the facility, spoke to some of the maintenance workers and found out that they were nonunion. He let the Joint Council know about it and they put out the call to Local 337.

The next step is for this new unit to be included in the contract being negotiated for the entire facility. National Wine and Spirits' main customers are party supply stores and other retailers across Michigan.

LOCAL 528

Professional Transit Management

Transit bus drivers and maintenance workers in Atlanta voted 66-4 recently to join Local 528. The 89 workers of Professional Transit Management operate and maintain the "Xpress" buses in metropolitan Atlanta for the Georgia Regional Transit Authority.

"This win is a direct result of the employees' unity and resolve," said Don Toney, President of Local 528 in Atlanta.

LOCAL 294

New York Highway Department

Local 294 recently was given card-check recognition for highway department drivers and equipment operators in two towns, and won an organizing victory for bus mechanics as part of the Teamsters' nationwide campaign to organize First Student employees.

The Albany, New York-based local now has card-check recognition with the

highway departments in Malta and Athens, both near Albany. Members voted 5-0 in Athens and 10-0 in Malta for the card-check recognition.

First Student bus mechanics in Catskill voted 3-0 to join Local 294. Since the First Student campaign began in 2006, more than 5,700 private school bus workers have joined the Teamsters.

LOCAL 783

RC Cola

Workers at RC Cola, a division of Cadbury-Schweppes, voted to become Teamsters earlier this year. Drivers, merchandisers and pre-salesmen are all included in the new unit.

"We learned that employees of the other facilities in Louisville and Seymour were union and that they were being paid more than we were," said Manuel Guitierrez Jr., a pre-salesman.

"We won big when we got all of the job classifications into the bargaining unit," said Tom Vincent, President of Local 783 in Louisville, Kentucky. "The company tried to resist the organizing drive, but the employees knew what they wanted—and we won!"

LOCAL 747

TradeWinds Airlines

On March 11, crewmembers of TradeWinds Airlines (TDX) joined Houston-based Local 747. The workers voted in favor of the Teamsters by a 93-percent margin.

"TradeWinds crewmembers are long overdue for strong labor representation," said E.E. Sowell, President of Local 747. "Basic issues, such as crew safety and scheduling, have been ignored for too long."

Local 747 is ready to begin negotiations with TDX management to bring an improvement in wages, working conditions and benefits that the pilots and the flight engineers merit."

TradeWinds Airlines employs approximately 100 flight deck crewmembers and is based in Greensboro, North Carolina. TDX flies cargo and on-demand charter flights throughout the U.S. and abroad.

LOCAL 364

South Bend Century Center

Workers at the South Bend Century Center recently rejoined Local 364 through a card-check agreement. There are nine members of the bargaining unit who maintain the complex and set-up for the facility's events.

For more than two decades, the workers were members of the Teamsters Union when the city of South Bend operated the facility. But when the city decided to turn over the center's management to Global Spectrum, a private company, the nine workers were no longer protected by a Teamster contract.

"Shortly after the new management took over, the set-up and housekeeping employees contacted our local and we were able to now successfully organize that group as a private sector bargaining unit," said Jim Szucs, a business agent for South Bend, Indiana-based Local 364.

"The South Bend Century Center is a beautiful facility and the workers do a wonderful job keeping it that way," Szucs said. "I am very pleased to be able to represent them again."

A NEW ERA AT NEW ERA CAP

**Workers in Mobile, Alabama Unanimously
Ratify First Contract**

TTEAMSTERS AT NEW ERA CAP in Mobile, Alabama can hold their heads high after unanimously ratifying their first contract following a seven-month struggle with the company.

The agreement ensures that all 95 workers at the Mobile plant will have the protection of a union contract that includes wage increases, affordable health care and benefits, a grievance procedure with arbitration, reinstatement of laid-off workers and a non-discrimination policy that was approved by the National Association for the Advancement of Colored People (NAACP).

Chris Napier was one of 17 workers that were laid-off by the company over the course of the organizing campaign. Napier had worked as a full-time employee at the distribution center for more than a year before New Era let him go.

"Since I've returned to work I've noticed



that management is approaching us in a different way," Napier said. "They know that they can't try to intimidate us now because the Teamsters have our back."

Napier and many of his coworkers approached the Teamsters last year looking for a way to change unacceptable conditions at the plant that included poverty-level wages, sweat-shop conditions and discriminatory behavior by members of the management team.

The workers voted to join Local 991 in July 2007, but the company refused to bargain in good faith during negotiations for a first contract. It was only after a lengthy national campaign that included pressure from the Teamsters Union, United Students Against Sweatshops (USAS) and the NAACP that the company realized these workers were not going to take any more abuse.

Caught in a Rundown

The union staged a large-scale, international campaign against New Era, leafletting retail locations across the country and around the world. On another front, with the help of USAS, universities were made aware of the issues at New Era and began to question whether or not this was the right company to manufacture their school's sportswear.

The administration at the University of Wisconsin-Madison was so outraged by New Era's behavior in Mobile it terminated its contract with the company.

The national campaign came to a head on January 28, when NAACP Chairman Julian Bond joined Teamsters General President Jim Hoffa at a press conference in Washington, D.C. to announce the findings of an NAACP investigation into discriminatory practices at the New Era Mobile distribution center.

Titled "Racial Discrimination, Repression and Retaliation at New Era Cap," the report documented conditions that included a lack of promotion of experienced black workers; poverty-level wages with significant differences in pay between black and white workers; and a fierce, retaliatory anti-union campaign, in the course of which more than 20 workers were terminated.

Bond and Hoffa also called on Major League Baseball, New Era's largest client, to take action against the company to help end the discriminatory practices at the facility.

"New Era's management tactics in Mobile date back to the bad old days of the Old South, or the factory systems of the turn of the century," Hoffa said. "They have no place in today's America. And they have no place in the company that makes the official team caps for the All-American pastime."

This proved to be the turning point in the organizing campaign. Faced with increasing pressure from corporate and community entities, New Era quickly requested a return to negotiations and a tentative agreement was reached on February 13.

A Contract to Build On

"This is a historic agreement in Alabama," said Jim Gookins, Secretary-Treasurer of Local 991 in Mobile. "This is a strong first contract, one that we can build upon in the future. I am proud of these workers."

In addition to wage increases and health care maintenance, the contract also includes a neutrality agreement for organizing the 380 workers at the Jackson, Alabama plant. Union representatives have already begun

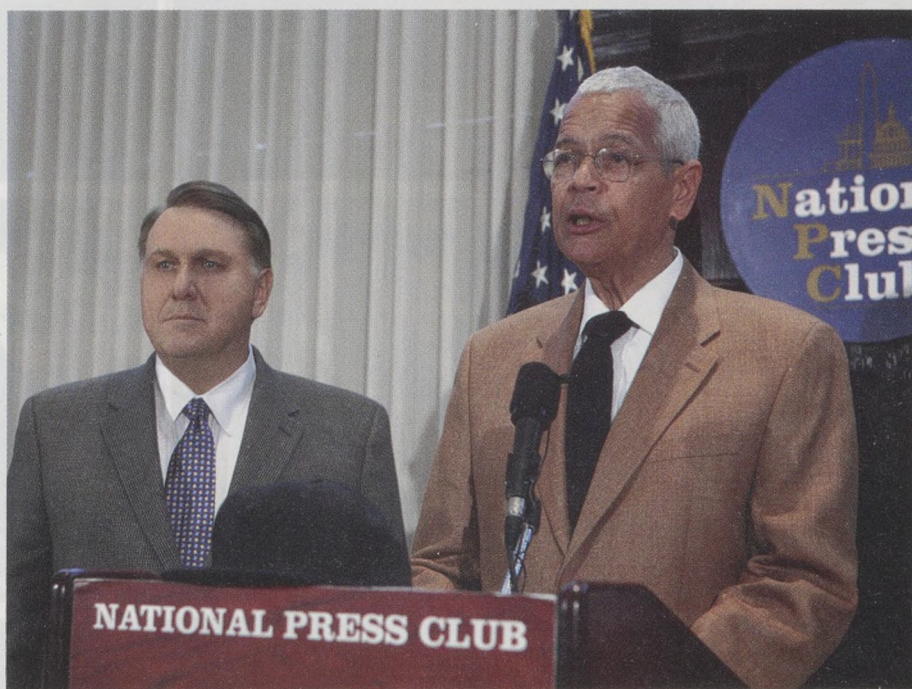
the process of organizing the facility.

As a result of an NAACP investigation that found evidence of racial discrimination in the Mobile plant, a new non-discrimination policy was included in the agreement. New Era Cap agreed to an annual audit of the Mobile plant by the NAACP to help prevent any discriminatory practices from occurring in the future.

"This was the perfect collaboration between organized labor and the civil rights movement. The NAACP has long respected and supported the right of working women and men to organize themselves—this was the perfect marriage of two movements, labor and civil rights, with one goal," Bond said.

Seventeen workers who were terminated over the course of the organizing campaign will be given the opportunity to be reinstated. Those that choose not to come back will receive a settlement from the company. An additional three workers who were fired will be allowed to utilize the arbitration process to get their jobs back.

"This was a tough fight, but it was one we knew we were on the right side of," Gookins said. "I know it was all worth it when I see the pride in these Teamsters' eyes. They will never be intimidated or marginalized again."





THE BIG PICTURE

WAREHOUSE DIVISION
HOLDS MEETING



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Vice

SHELLY ALLSUP, a business agent with Local 542 in San Diego, is constantly looking to build on the knowledge that has enabled her to effectively serve her local's members.

"The company usually doesn't share information. We need to be there for our members and be one step ahead of the company. Information is power," Allsup said.

Allsup recently had the opportunity to build upon her business agent skills at the International Union Warehouse Division meetings in San Diego, where more than 150 Teamster local union and Joint Council officials gathered to share information, learn more about developments in warehouses across the country and plan for the future.

As Director of the Warehouse Division, John Williams presided over a comprehensive and informative four-day schedule filled with guest speakers, presentations and breakout sessions.

"We are here to meet with each other, to learn from each other and to see the big picture," Williams said.

Industry Trends

The most apparent benefit of the meetings was the opportunity for officers from across the country to gather in the same room to discuss developments in the warehousing industry.

"My main goal in being here is to communicate with brothers and sisters about the division and trends in the division. As a union, we are being proactive and communicating with each other," said Tom Bennett, President of Local 200 in Milwaukee.

"It's great to be here to talk to each other, hear the trends and share information and ideas," said Sandy Pope, President of Local 805 in Long Island City, New York.

California served as an appropriate location for the meetings, as the state, and the Western Region in general, holds a strong concentration of Warehouse Division members at companies like Kroger, Sysco, Safeway, Costco and more.

"The Warehouse Division is a big division and takes a lot of passion and drive to run," said Jim Santangelo, International Vice President and President of Joint

Council 42. "John Williams has always been there with his staff whenever we needed him."

S.C.O.R.E.

In his presentation, Western Region Warehouse Director Steve Vairma discussed the S.C.O.R.E. Committee (Strategic Planning, Communication, Organizing, Research and Education), which under his leadership was created last year as a voluntary committee of local union leaders from Joint Councils in the West. The committee works together to build Teamster strength through communicating about core industry organizing targets and provides assistance to local unions with research and education in the Western Region. The committee bridges the gaps between Teamster locals by creating a consistent line of communication in dealing with the same companies across the region.

The Warehouse Division is seriously focused on streamlining communication within the union, and building power through organizing, in particular through the Organizing Development Team. The team is divided by geographic regions, and its members work together on a weekly basis to coordinate information and make decisions on organizing targets. Breakout sessions provided further information on key organizing targets and strategies for organizing at these national companies.

"It's good to talk to officers and agents from around the country and find out what they are experiencing. You come here and get individual stories and scenarios that you wouldn't otherwise know about; it's very helpful," said Steve South, an organizer with Local 25 in Boston.

Preparing for the Future

In addition to discussions of organizing strategies, the attendees also received valuable information from the various International Union departments on how the departments run strategic campaigns and perform research to become experts on union and nonunion companies alike. The Warehouse Division Industrial Engineering Team provided a comprehensive overview of production standards, while Teamster attorneys provided their wealth

of knowledge on how to successfully negotiate a strong collective bargaining agreement.

A screening of a video on new automated systems in warehouses stirred a dialogue on the threats posed by technological advancements—and how the union can best prepare for the future.

"It's good that we can be here to learn about all of this and how to deal with it early on," said Pete Easton, a business agent with Local 853 in San Leandro, California. "This is probably the best, most informative conference I've been to."

The overall lesson from the meetings was that more workers are being organized, more locals are gaining industry-leading contracts and the division is moving forward to streamline communication so that the division, Joint Councils and locals can stay ahead of the curve.

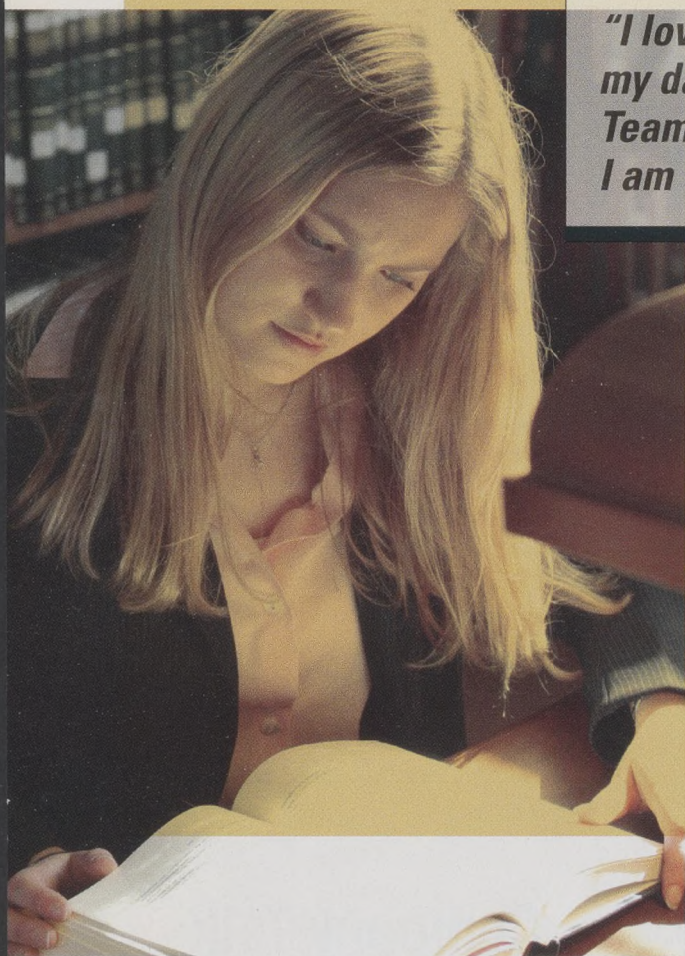
Company Talk

The Warehouse Division's meeting featured a number of breakout sessions, providing for in-depth information on companies where the Teamsters are organizing or already have collective bargaining agreements in place. These companies include:

- Costco
- SUPERVALU
- Kroger
- Safeway
- Sysco
- AmeriCold
- U.S. Foodservice

"Sysco, Safeway, these companies all operate in Canada," said Brian Lawrence, Teamsters Canada Director of Warehousing. "I'm here because of the experience the International Union has in warehouses and to take some of that knowledge back."

Go to www.teamster.org/info/warehousemeeting for a photo gallery of the Warehouse Division meeting.



"I love telling people how my dad was a lifelong Teamster and how proud I am of that." — ELLIE MARTIN

Bright Futures

Past Hoffa Scholarship Recipients Make Good

"I'M FOREVER INDEBTED to the Teamsters," said Logan Wheeler, a 2001 recipient of the James R. Hoffa Memorial Scholarship. "I applied for the scholarship more out of need than anything else. My family is of modest economic means and I knew this was the only way I'd be able to go at all."

Wheeler is just one of many young people who are giving back to their communities in a way made possible by the financial assistance they received from the Teamsters Union. Because Wheeler's grandfather is a retired Roadway freight driver and member of Local 480 in Nashville, he was eligible for the scholarship.

Since 2001, the scholarship has helped hundreds of children and grandchildren of Teamsters ease the financial burden of college, but it does much more than simply assist with college costs. Time and again, past recipients of the scholarship say that graduating from college without debt has allowed them to pursue what they want to do rather than seek out higher paying jobs just to pay off student loans.

The Teamster values instilled in these young people by their parents or grandparents often translates to careers that, in one way or another, do good.

"I've spoken with many past recipients of the James R. Hoffa scholarship and their life stories are amazing," said Cheryl Johnson, International Vice President and President of the James R. Hoffa Memorial Scholarship Fund. "With every student that graduates with the assistance of the Teamsters, we have one more smart, capable and ambitious young person who can and will make a difference in the world."

Giving Back

Since graduating from Rhodes College in Memphis, Wheeler has done all he can to give back. He is one of hundreds of past scholarship recipients who are making the world a better place as a result of the James R. Hoffa Memorial Scholarship Fund. Currently, Wheeler works in Washington, D.C. as the micro-finance loan administrator for the Latino Economic Development Corporation, a nonprofit.

"The Teamster scholarship really allowed me to work on issues I'm interested in," he said.

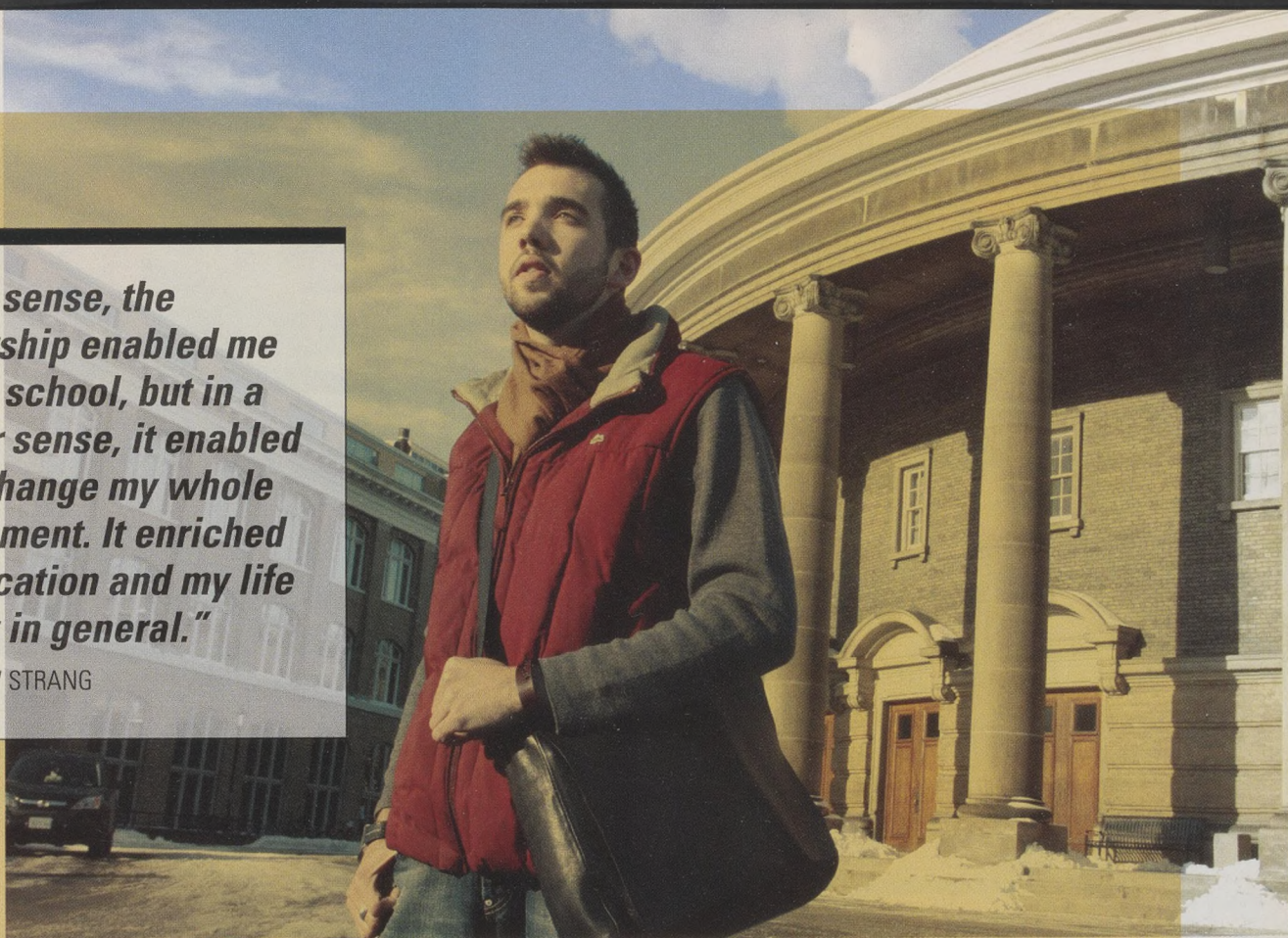
It wasn't an easy or quick ride from receiving the scholarship to where he is now, though. His double major in Spanish and Russian, plus a minor in international studies, propelled him to a Fulbright Scholarship and a master's degree in public policy from the Tecnológico de Monterrey in Mexico.

"I wanted to do something in the policy world that would affect the Hispanic community," he said. His job is overseeing small loans to help Hispanic D.C. residents make purchases, improve their credit or otherwise get over financial difficulty.

"I'm still passionate about unions and organized labor and I think that organized labor issues and immigration issues are interconnected," Wheeler said. "I think so many problems, both in the labor movement and related to immigration, are about large entities, be they companies or governments, and how they affect people on the individual level. Oftentimes, the individual can feel powerless in the face of those entities, but by working together and creating a dialogue, it can solve so many of those problems."

"In one sense, the scholarship enabled me to go to school, but in a broader sense, it enabled me to change my whole environment. It enriched my education and my life journey in general."

—MATTHEW STRANG



More than Money

"That these brilliant young minds are able to go to college on a scholarship bearing my father's name makes me proud," said Jim Hoffa, Teamsters General President. "The diversity of their studies and the paths they are choosing is truly making the world a better place. And it is because of the rank-and-file members and Teamster officers who keep the scholarship fund alive year after year."

The James R. Hoffa Memorial Scholarship does much more than simply give financial assistance to children and grandchildren of Teamsters.

"The scholarship was a constant reminder that someone else believed in my future," said Craig Dukin, a past scholarship recipient. "It instilled in me a desire to help others so that they could feel the same way. It emphasized the value of philanthropy and citizenship in my life."

"In one sense, the scholarship enabled me to go to school, but in a broader sense, it enabled me to change my whole environment," said Matthew Strang, a past scholarship recipient currently in graduate school. "I was able to experience all kinds of different perspectives and different cultures and ways of life, which has been so exciting. It enriched my education and my life journey in general."

"The scholarship is the gift that keeps on giving. It gave me access to one of the best schools in the country which I otherwise couldn't have afforded," said Ellie Martin, who graduated from Stanford with the help of a Teamster scholarship. "The Teamster

scholarship made all the difference, and it continues to make a big difference. I have on my resume that I won the James R. Hoffa Memorial Scholarship, and it's a great source of conversation. And it sure gets a rise out of some people. But I love telling people how my dad was a lifelong Teamster and how proud I am of that."

"The number one thing the scholarship helped me do is just go to school, but what gets overlooked is that students who are able to get through school without taking on massive debt are able to pursue a career more freely," said Chris Starr, another past scholarship winner. "If you have a lot of debt coming out of college, your career options are affected because you would have to do something that paid more money as opposed to something you really want to do. The scholarship continues to give you options even after you graduate."

"An Affirmation of Abilities"

Marie LaRiviere is another perfect example of the good the James R. Hoffa Memorial Scholarship Fund does, and how the bright students who win the scholarship can go on to make the world a better place. LaRiviere found out she won the \$10,000 scholarship on the day she graduated from high school. Since then, she graduated from Georgetown University with a biology degree and now works in Washington, D.C. as a statistician working on biofuels and renewable energy with the Energy Information Administration of the Department of Energy.

"The Teamster scholarship allowed me to graduate from col-



"The Teamster scholarship allowed me to graduate from college without student loans and allowed me my pick of jobs." – MARIE LaRIVIERE

lege without student loans and allowed me my pick of jobs," she said. "When you first start out in this field, you don't make a lot of money, and the scholarship allowed me to not worry about my pay when I graduated from college because I don't have student loans."

Her mother, Cammy LaRiviere, a 9-1-1 operator in Tacoma and member of Local 117 out of Tukwila, Washington, said the scholarship eased the financial burden on their family.

"The Teamsters giving her this scholarship really took the edge off costs, especially with her being so far from home," Cammy said. "It was really an affirmation of her abilities, and she deserved it because she worked so hard in school. This scholarship is so necessary because there are so few other scholarships like it."

Journey vs. Destination

Because the James R. Hoffa Memorial Scholarship fund started giving out scholarships in 2001, the majority of recipients are still doing undergraduate work at four-year universities. And while many past winners are in the workforce, many are pursuing post-graduate degrees in medicine, law and other areas.

Strang is a past winner in graduate school. When Strang first applied for the scholarship, which his Teamster grandfather told him about, he never expected his college years to be so eventful. "It took five years instead of four, but it's really more about the



"I'm forever indebted to the Teamsters. My family is of modest economic means and I knew this was the only way I'd be able to go at all." – LOGAN WHEELER

journey than the destination," he said.

Starting out at the University of Toronto, Strang's mother was in need of a liver transplant. During his second year of school, after enduring a year's worth of red tape, Strang was his mother's donor. "She needed one before I left but being away and coming back, I really saw how sick she was," he said. "She's doing really well now."

Strang said the scholarship administrators were great to work with and flexible in allowing him the time off necessary to recuperate from the surgery. While in school, Strang majored in physical education and health and took two trips abroad; one was an academic exchange to Australia and the other was working on HIV/AIDS outreach in Namibia. He started graduate school for his master's degree in exercise science in September.

Grad School

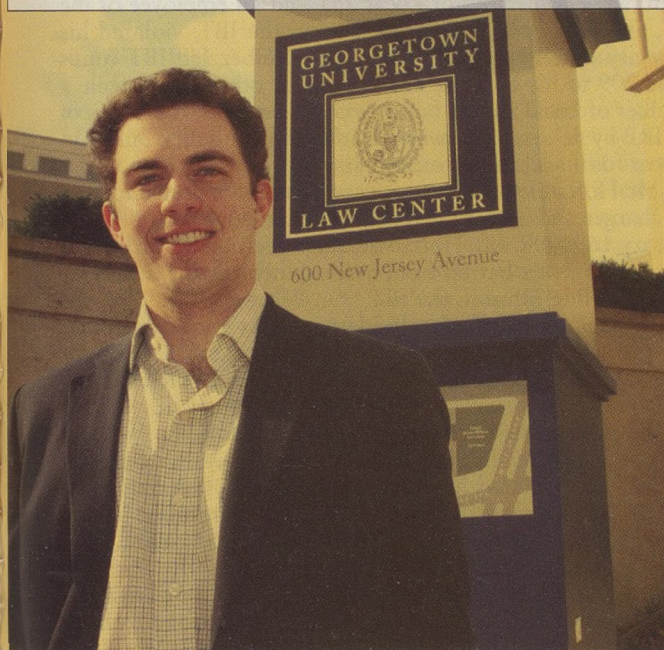
Twin sisters Ellie Martin and Jacqueline Tanner both won scholarships in 2001. Their Teamster father, a member of Local 70, drove a truck for 33 years before retiring. They both graduated from Stanford University in 2005. Martin worked for a year on Capitol Hill for the Senate Judiciary Committee and is now a law student at the University of California, Berkeley.

While doing undergraduate work, she had the opportunity to spend time in D.C. and Paris. "These were programs provided by the school but I couldn't have done any of it without the Teamster scholarship," Martin said.

Tanner, Martin's sister, graduated with an environmental science degree. "The scholarship allowed me to go to a really great school, which is where I met my husband. I've since had a baby." Tanner is preparing to go to veterinary school in California.

"Contributions like yours have made these accomplishments possible; I walk into the post-collegiate world a better, fuller person because of your support."

— CRAIG DUKIN



How You Can Help

The part Teamster members play in funding the James R. Hoffa Memorial Scholarship Fund can not be understated. Without your donations and participation in fundraising events, the nation's largest union scholarship fund couldn't make such a huge difference in the lives of not only the students and their families, but everyone who is affected by the work the students do after college.

Each year, 150 new students benefit from the approximately \$550,000 raised through golf and poker tournaments, the sale of Teamster merchandise and donations.

You can find the following information at

www.teamster.org/info/scholarship:

- How to contribute to the James R. Hoffa Memorial Scholarship Fund;
- How to apply for this scholarship and for the scholarship essay contest;
- Guidelines and eligibility requirements to apply; and
- Other scholarship resources.

Carl Yerger Jr., another 2001 scholarship winner, did his undergraduate studies at Harvey Mudd College in Claremont, California. The small, private school of about 700 students is prohibitively expensive. "My parents didn't have enough to send me to that school and, fortunately, the union was able to help me out with that," he said. "The scholarship allowed me to devote my time to studies."

"I'm really proud of him," said his mother, Carlene Yerger, who is a Teamster at the Owen J. Roberts High School cafeteria in Pottstown, Pennsylvania. "He deserves everything he has gotten. He works hard and he's going to do the world a lot of good."

While at Harvey Mudd, Yerger majored in math and spent a year at the University of Cambridge in England. He is now working toward his Ph.D. at Georgia Tech in algorithms, combinatorics and optimization, "a joint program between math, computer science and industrial engineering."

The scholarship will allow April McCullough, once she graduates from medical school at the New York University School of Medicine, to be the first doctor in her family. She graduated from Cornell University with the help of a Teamster scholarship. Her father is a retired 9-1-1 operator from Lansing, Michigan.

Chris Starr is also in medical school. He attended Washington University in St. Louis with the help of a Teamster scholarship and his father is retired from the Illinois Department of Transportation as a Teamster civil engineer. "While I was in school, I was able to concentrate better knowing school was paid for," he said.

"A Better, Fuller Person"

"The scholarship lifted a great deal of stress from my collegiate experience. It meant a lot to me that I could help contribute to the price of my education so that my parents wouldn't have to bear such a heavy financial burden," said Craig Dukin, another past Teamster scholarship winner. His father is a UPS package-car driver in New Jersey.

Dukin is now a first-year law student at Georgetown University. "I was attracted to civil rights and civil liberties and this naturally led to a study of the legal system and our laws," he said. "I saw an opportunity to make a difference through the law. When I graduate law school I hope to make a strong commitment to pro bono and philanthropic activities during my career."

Upon graduating from college, Dukin wrote a letter to the administrators of the James R. Hoffa Memorial Scholarship Fund. His thanks illustrate the need for such a scholarship, and the necessity of Teamsters to keep the fund alive through donations.

"Though I am extremely proud of the accomplishments that my transcript illuminates, I believe that [it] signifies merely one part of my education at Penn," he wrote. "The other measures... include growth in maturity, wisdom, philanthropy, and general life perspective... Contributions like yours have made these accomplishments possible; I walk into the post-collegiate world a better, fuller person because of your support. Thank you for making the past four years a time of my life that I will never forget and which will always stay with me."

REPORT 107 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: March 20, 2008

I. INTRODUCTION

This is the Independent Review Board's ("IRB") One Hundred and Seventh Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including two new reports and the progress of existing charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORTS

A. STACEY SPALDING - LOCAL 215, EVANSVILLE, INDIANA

On March 17, 2008, the IRB issued an Investigative Report to Members of the Executive Board of Local 215 concerning member Stacey Spalding. The report recommended that Ms. Spalding be charged with bringing reproach upon the IBT by willfully and without justification failing to appear for her scheduled in-person sworn examinations. The Executive Board was given 90 days in which to file the charge, hold a hearing and submit its findings to the IRB.

B. PASQUALE J. GUARNIERO - LOCAL 456, ELMSFORD, NEW YORK

On March 17, 2008, the IRB issued an Investigative Report to Members of the Executive Board of Local 456 concerning member Pasquale J. Guarniero. The report recommended that Mr. Guarniero be charged with bringing reproach upon the IBT by willfully and without justification failing to appear for his scheduled in-person sworn examination. The Executive Board was given 90 days in which to file the charge, hold a hearing and submit its findings to the IRB.

III. PROGRESS OF EXISTING CHARGES

A. DON HAHs - BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that Don Hahs, an officer of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a Division of the Teamsters Rail Conference, allegedly violated his fiduciary duties to the BLET and its members, embezzled and converted BLET funds and property to his own use and the use of others, and brought reproach upon the IBT while President of the BLET by embezzling over \$58,000 from the BLET.

General President Hoffa filed the charges and a panel was appointed to hear the charges against Mr. Hahs. The IBT held a hearing on February 4-5, 2008. On March 14, 2008, Mr. Hoffa issued his decision removing Mr. Hahs from his current position in the BLET until his current term of office has expired in 2010, suspending him from membership in the BLET and the IBT for a period of one year, and requiring payment of a fine of \$44,963.97. On March 20, 2008, coun-

sel for Hahs requested a stay of disciplinary action pending appeal. The IRB has the matter under consideration.

B. GLENN TEOLIS - LOCAL 251, EAST PROVIDENCE, RHODE ISLAND

We have previously informed you that Glenn Teolis, a Local 251 member and former International Project Coordinator, while a member of Local 251 and an employee of the IBT, allegedly brought reproach upon the IBT, violated his fiduciary duties to the members, and embezzled IBT funds of \$2,209 to his own use and the use of others; and while a member of Local 251 he failed to cooperate with the duties of the IRB by delaying his sworn examination and then failing to appear for his scheduled examination.

Mr. Hoffa filed the charges, a panel was appointed to hear the charges and a hearing was held on January 3, 2008. On January 16, 2008, Mr. Hoffa issued his decision that Mr. Teolis is permanently barred from holding membership and seeking or holding office in the IBT. On February 12, 2008, the IRB notified Mr. Hoffa that his decision was not inadequate.

C. JAMES D. JACKSON - LOCAL 299, DETROIT, MICHIGAN

We have previously informed you that James D. Jackson, a member of Local 299, allegedly brought reproach upon the IBT and violated his membership oath when from July 26, 2001 to January 19, 2006, while an IBT member, he had knowing and purposeful contact with Michael C. Bane, who had been permanently barred from the IBT on July 17, 2001. General President Hoffa adopted the charge, a panel was appointed to hear the charge against Mr. Jackson, and a hearing was held on April 5, 2007. On May 23, 2007, Mr. Hoffa permanently barred Mr. Jackson from the IBT.

On September 11, 2007, the IRB notified Mr. Hoffa, Mr. Jackson and counsel for Mr. Jackson that it found the IBT decision to be not inadequate. Because Mr. Jackson wished to file an appeal to the district court, the IRB made Application 129 to Judge Preska. The matter is with Judge Preska.

D. FRANCIS J. GILLEN - LOCAL 500, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Francis (Frank) J. Gillen allegedly brought reproach upon the IBT and failed to cooperate with the IRB while International Vice President, Joint Council 53 President, Pennsylvania Conference of Teamsters President and Local 500 President, when during his sworn examination on February 1, 2007, he gave intentionally false testimony concerning his association with permanently barred member Thomas Ryan. In his sworn testimony he lied about his numerous contacts with Ryan after Ryan was barred.

Mr. Hoffa adopted the charges, a panel was appointed to hear the proposed charges against Mr. Gillen, and a hearing was held on July 11, 2007. On August 3, 2007, Mr. Hoffa and Mr. Keegel notified Mr. Gillen that he was barred from holding office for five years and from membership in the IBT for three years. The IRB found the decision to be not inadequate.

Because Mr. Gillen wished to file an appeal with Judge Preska, the IRB made Application 128 to Judge Preska. The matter is with Judge Preska.

E. JOHN CLANCY - LOCAL 705, CHICAGO, ILLINOIS

We have previously informed you that John Clancy, International Organizer and member of Local 705, allegedly brought reproach upon the IBT and violated his membership oath by,

subsequent to Dane Passo's permanent bar from the IBT on May 29, 2002, having knowing and purposeful contact with Mr. Passo. Mr. Hoffa filed the charge, a panel was appointed to hear the charge and the hearing scheduled for December 18, 2007, was canceled when Mr. Clancy signed an agreement in which he agreed to be barred from the IBT for 10 years. The IRB found the agreement serves to resolve the matter. On February 27, 2008, the agreement was approved by Judge Preska.

F. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly brought reproach upon the IBT, breached his fiduciary duties and interfered with the union's legal obligation to comply with the March 14, 1989 Consent Order when he failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

On September 12, 2007, General President Hoffa adopted and filed the charge and a panel was appointed to hear the charge against Robert A. Hogan. A hearing was held on November 28, 2007.

On December 11, 2007, Mr. Hoffa issued his decision that Mr. Hogan be suspended from office in Local 714 for six months. On January 23, 2008, the IRB notified Mr. Hoffa that it found the December 11, 2007, decision to be inadequate both as to the fact finding and the sanction imposed. By letter of January 30, 2008, Mr. Hoffa declined to modify his December 11, 2007, decision. As a result, the IRB scheduled a hearing for April 2 and 3, 2008.

G. LOCAL 714 - BERWYN, ILLINOIS

We have previously informed you that the IRB recommended to General President Hoffa that Local 714 be placed in trusteeship. The report concluded that the Local is being conducted in a manner to jeopardize the interests of the Local, the Local is not being run for the benefit of the members, and at five Local 714 employers the Local failed to perform duties of a bargaining representative.

The report further concluded that Local 714 principal officer Robert A. Hogan and President James M. Hogan jeopardized the Local's interests by failing to monitor, investigate and take appropriate action regarding the likelihood of Robert Riley's violation of the Consent Order by continuing his lifelong, close relationship with William T. Hogan, Jr. after hiring Mr. Riley following William T. Hogan, Jr. being barred from the union. By their conduct, Robert and James Hogan put the interests of William T. Hogan, Jr. and family friend Mr. Riley above the interests of the Local which required that the Local and its employees comply with the Consent Order which prohibited IBT members from knowingly associating with a barred person such as William T. Hogan, Jr.

In addition, by failing to perform the duties of a collective bargaining representative at five companies, there were non-union workers performing bargaining unit work. The Local acquiesced in the employers' use of the non-union workers for whom no dues were paid to the Local and no employer benefit fund contributions were made.

In lieu of establishing a trusteeship, Mr. Hoffa appointed a Personal Representative who is responsible for reviewing all Local Union matters requiring Executive Board approval.

Mr. Hoffa appointed a hearing panel to determine whether a trusteeship should be imposed and a hearing scheduled for January 29, 2008, has been rescheduled to April 21, 2008.

H. CASSANDRA MOSLEY - LOCAL 743, CHICAGO, ILLINOIS

We have previously informed you that Local 743 member Cassandra Mosley allegedly brought reproach upon the IBT by failing to appear for her scheduled in-person sworn examination. After Mr. Hoffa took jurisdiction over the charge, a hearing panel was appointed and on January 14, 2008, a hearing was held. On January 30, 2008, Mr. Hoffa permanently barred Ms. Mosley from the IBT. On February 12, 2008, the IRB notified Mr. Hoffa that his decision was not inadequate.

I. MARK JONES - LOCAL 743, CHICAGO, ILLINOIS

We have previously informed you that Local 743 organizer Mark Jones, while a member of Local 743 and the IBT, allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. After Mr. Hoffa took jurisdiction over the charge, a hearing panel was appointed and on January 14, 2008, a hearing was held. On January 30, 2008, Mr. Hoffa permanently barred Mr. Jones from the IBT. On February 12, 2008, the IRB notified Mr. Hoffa that his decision was not inadequate.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 85 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

Teamster Hero

Local 174 Member Retires from Army Reserve at 60

WHEN ROLLY BRAZEL turned 60 a few months ago, he got an unwelcome birthday present: Mandatory retirement from the Army Reserve.

The years leading up to his retirement, though, were far from uneventful. He did two tours of active duty, each lasting two-and-a-half years. One tour was spent in Iraq and Afghanistan and the other at Ft. Lewis, an Army base outside of Tacoma, Washington. While in Iraq, he said rockets and mortar rounds got to be routine.

When he finished his most recent tour, he resumed his duties as a Local 174 Teamster truck driver for Horizon Lines.

"I was a combat medic," Brazel said. "I was on a team attached to Central Command. I was part of the vulnerability assessment team. There was a team of us that included explosive experts, combat engineers, policemen, an electronics guy—I was the medical guy."

Brazel and the rest of the team would go into compounds, pretty much any kind of American installation, and assess their vulnerabilities, then give a report, which would be used to help get funds to build up their compound. Some were civilian installations and some were military compounds.

Glad to be Home

Upon returning to work, the 18-year Teamster thanked Local 174 for paying his dues and keeping him a member in good standing while he was on active duty. While Brazel is happy to be working as a Teamster again, he's even happier to be spending quality time with his family.

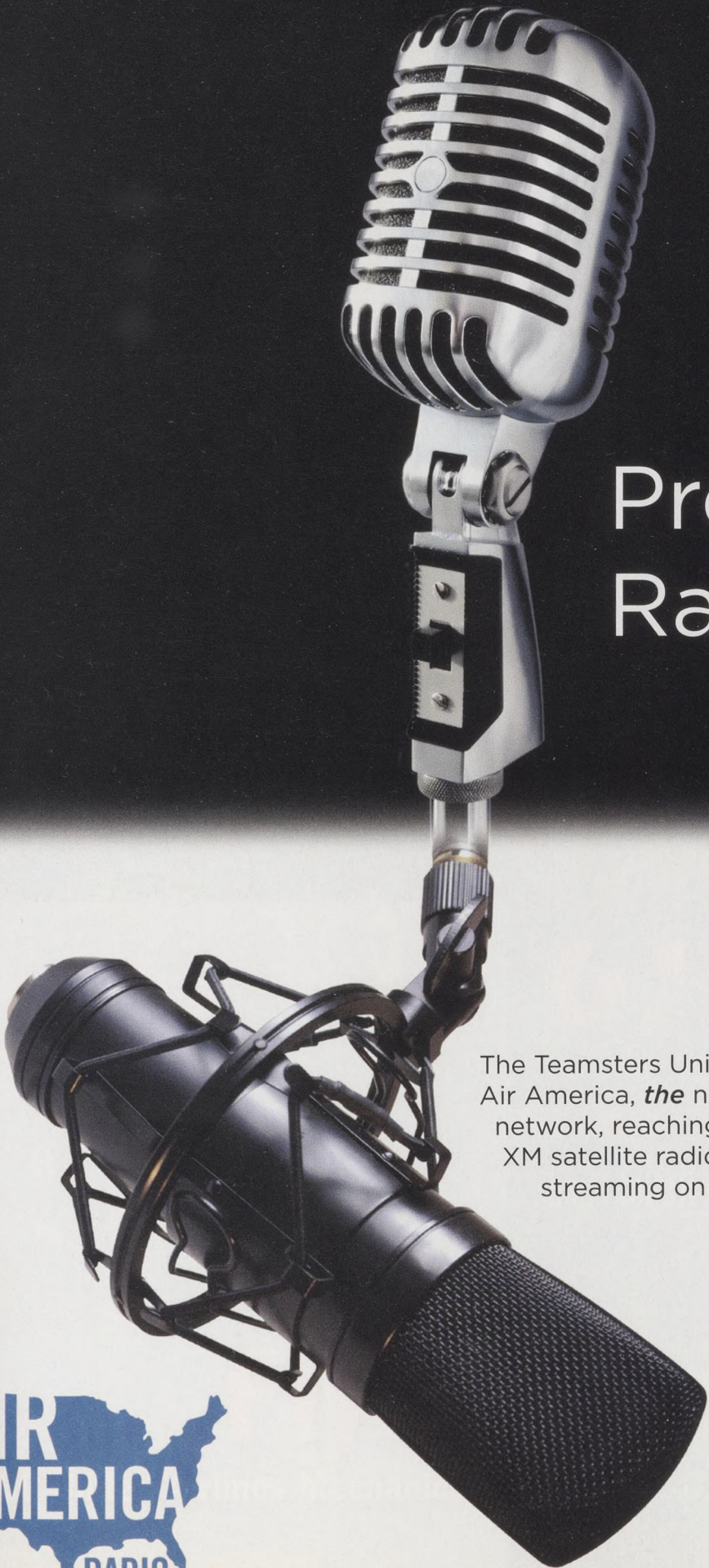
While on active duty, he didn't get to spend as much time as he wanted in

Tacoma with his grandchildren, his wife Donna, and children Romel, Roselind, D.J. and Djonovan. "It hasn't been easy during the past few years, but we have coped with the challenges," he said.

Brazel is glad to be driving civilian trucks again, but he would gladly have continued serving Uncle Sam. Brazel first joined the Marines in 1967 and was with them until 1973. He rejoined in 1990, but this time with the Army Reserve. While in the reserves, Brazel attained the rank of Master Sergeant, and part of his duties included training hundreds of fellow medics.

"Like the others serving, I just did the job my country needed done. I don't argue about why we are at war, but the fact is, we are, and our forces will do whatever we can to achieve our military goals," Brazel said. "It is painful to watch the ever-increasing death and injury tolls on both the U.S. and the Iraqi sides. Many thousands of families have been hurt. The scope of the tragedy grieves me deeply."





Pro-Union Radio

The Teamsters Union has partnered with Air America, *the* nation's leading progressive network, reaching millions on terrestrial radio, XM satellite radio, and via live Internet streaming on the new www.airamerica.com.





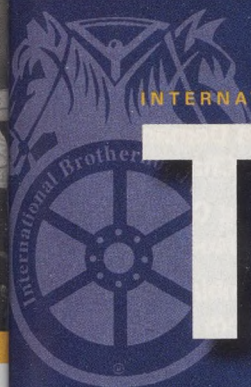
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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JULY/AUGUST 2008

TEAMSTER

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Flying High

8,600 United Airlines Mechanics and Related Employees Join Teamsters

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of Teamsters
25 Louisiana Avenue, NW,
Washington, DC 20001-2198
202-624-6800

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Highway Robbery

As the average price for a gallon of gas rises above \$4 and the cost of crude oil soars toward \$150 a barrel, working families are taking the hit. It's no coincidence that we just saw the biggest spike in the unemployment rate in 22 years.

Meanwhile, oil companies are gouging Americans at the pumps. Exxon Mobil's profits were a record-setting \$40.6 billion last year—the largest annual profit for any company ever. All told, the five largest oil companies pumped \$116 billion in profits last year from nearly \$14.7 trillion in revenue, according to the Congressional Research Service. Royal Dutch Shell turned a \$31 billion profit, Chevron sucked in \$18.7 billion, BP earned \$17.2 billion and ConocoPhillips earned \$11.9 billion. The companies are on a pace to top those totals this year.

Corporate Greed

In May, oil executives for the largest oil companies testified before Congress to justify their obscene profits. But their claim that the chief culprit is supply and demand is misleading. Clear and simple, it's greed that leads to their massive profits. Oil companies' objective is to wring as much money as they can from their product. One telling moment occurred during the hearings. A member of Congress asked the executive vice president of ConocoPhillips

how much he was paid in 2007. He did not know. What a position to be in, not needing to worry about your salary. It's clearly preferable to worrying that the cost of gas will lead to you not being able to afford to drive to work.

As we research alternative energy sources and consumers become more energy-efficient, the oil companies should be forced to contribute a greater percentage of their windfall profits to such pursuits. The Consumer-First Energy Act, a bill unveiled by Senate Majority Leader Harry Reid, would do just that. It would also punish price gouging and create a temporary windfall profits tax on major oil companies.

Obscene Profits

The bill would also prevent speculators from cashing in on off-shore transactions. In addition, it would allow the attorney general to take action against any country or company that fixes the price of any petroleum product.

Sen. Reid's bill is a common-sense approach to protecting American workers from greedy corporations and speculators. I urge Congress to act quickly on the bill to control fuel prices. We can't continue to let the entire U.S. economy take a hit just so a handful of oil companies can make obscene profits.

James P. Hoffa





Fair Trade

Hoffa Demands Changes to Global Trade Rules

Teamsters General President Jim Hoffa demands a rewrite of rules on global trade so workers share in the benefits. That's why he threw his support behind the TRADE Act, sponsored by Ohio Democratic Sen. Sherrod Brown and Maine Democratic Rep. Mike Michaud.

"The TRADE Act that's being introduced today would end 14 years of bad trade deals," Hoffa said at a June 4 news conference with the bill's sponsors on Capitol Hill. "It sets a new course for a better trade policy."

The SHAFTA

The TRADE Act would prevent agreements with countries that offer up their workers and the environment in exchange for investment deals that benefit a few of their richest citizens. The TRADE Act also calls for a review of existing agreements like NAFTA and CAFTA—which, as Hoffa likes to say, "give workers the SHAFTA."

Hoffa has been one of the earliest and fiercest critics of so-called "free trade agreements." For the past 15 years, American workers watched helplessly as millions of their jobs moved overseas. But it's 2008 and change is in the air. Though the TRADE Act isn't expected to pass this year, it is expected to change the debate about trade.

It allows the Teamsters to present an alternative to trade rules that destroy jobs, harm the environment and lower safety standards. It shows that the Teamsters support trade that creates good jobs and raises living standards.

No Status Quo

Sen. Brown expects the bill to eventually become law.

"The American people are tired of the status quo," Hoffa said. "They want change. They want change they can believe in and trust."

"The TRADE Act is an answer to this call for change."

For more information on the TRADE Act, visit www.teamster.org/info/tradeact.



GENERAL EXECUTIVE BOARD

James P. Hoffa
General President
25 Louisiana Ave. N.W.
Washington, D.C. 20001

C. Thomas Keegel
General Secretary-Treasurer
25 Louisiana Ave. N.W.
Washington, D.C. 20001

VICE PRESIDENTS AT-LARGE
Randy Cammack
845 Oak Park Road
Covina, CA 91724

Fred Gegare
1546 Main Street
Green Bay, WI 54302

Ken Hall
267 Staunton Ave. S.W.
South Charleston, WV 25303

Carroll E. Haynes
50 Calhoun Avenue
New Rochelle, NY 10801

Fredrick P. Potter Jr.
3400 Highway 35
Executive Plaza, Suite 7
Hazlet, NJ 07730

Fred Simpson
20300 Civic Center Dr.
Suite 320
Southfield, MI 48076-4169

George Tedeschi
25 Louisiana Ave. N.W.
Washington, D.C. 20001

TEAMSTERS CANADA
Robert Bouvier
President
Teamsters Canada
2540 Daniel Johnson
Suite 804
Laval, Quebec
Canada H7T 2S3

Tom Fraser
1890 Meyerside Drive
Mississauga, Ontario
Canada L5T 1B4

Don McGill
490 E. Broadway
Vancouver, B.C.
Canada V5T 1X3

CENTRAL REGION
John T. Colli
5940 W. Montrose Ave.
Chicago, IL 60634

Patrick W. Flynn
4217 South Halsted St.
Chicago, IL 60609

Cheryl Johnson
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Walter A. Lytle
2644 Cass Street
Fort Wayne, IN 46808

Gordon Sweeton
1601 Maiden Lane
Joplin, MO 64802

EASTERN REGION
Jack Cipriani
P.O. Box 35405
Greensboro, NC 27425

William Hamilton
2845 Southampton Rd.
Philadelphia, PA 19154

Daniel J. Kane Sr.
1308 Pierce Street
Rahway, NJ 07065

John Murphy
348 D Street
Boston, MA 02127

SOUTHERN REGION
Tyson Johnson
1007 Jonelle Street
Dallas, TX 75217

Ken Wood
5818 E. MLK Jr. Blvd.
Tampa, FL 33619

WESTERN REGION
J. Allen Hobart
14675 Interurban Ave. S.
Suite 301
Tukwila, WA 98168

Chuck Mack
P.O. Box 2270
Oakland, CA 94621

Jim Santangelo
818 S. Oak Park Road
Covina, CA 91724

TRUSTEES
Ferline Buie
2120 Bladensburg
Rd. N.E.
Washington, D.C. 20001

Frank Gallegos
207 North Sanborn
Salinas, CA 93905

Henry B. Perry Jr.
976 E. Brooks Ave.
Memphis, TN 38116

Standing Together

Teamsters Prevail with Strong Agreement at AmerisourceBergen

Wayne Schuler, an AmerisourceBergen warehouse worker and shop steward with Local 117 in Tukwila, Washington, feels a great sense of relief and accomplishment. Schuler and his coworkers endured a year-and-a-half-long effort to gain a strong contract—and they prevailed.

“With the contract ratification, it’s been a great relief and weight off my shoulders,” said Schuler, an eight-year member. “We’ve made great strides, like a decent wage increase and being back on the Teamster medical plan, where we should be.”

The 76 members of Local 117 at the AmerisourceBergen warehouse in Kent, Washington work with pharmaceutical and related supplies distributed to hospitals and pharmacies. For these members, the contract negotiations with the company tested—and demonstrated—the strength of their solidarity.

“We are proud of how our members stood together. They did not bow down to the company’s demands. This contract stands as a testament to their resolve and solidarity as Teamsters,” said John Williams, Director of the Teamsters Warehouse Division and Secretary-Treasurer of Local 117. The contract for Local 117 members was the result of a coordinated effort within the Warehouse Division to get strong contracts and organize in the industry in order to achieve protections for workers nationwide.

“The victory is an example of what can be accomplished when a strong, committed membership stands tall behind their local leadership and the International Union when threatened by corporate interests,” said Al Hobart, International Vice President and Joint Council 28 President.

Team Effort

Through the joint efforts of the International Union and Local 117, the warehouse members ratified a strong contract retroactive to March 2007. During the tough negotiations, the company had insisted on merit pay raises, but the members were able to secure significant retroactive

annual wage increases. The members will also return to the superior Teamsters health plan in January 2009.

Throughout the negotiations, the members faced serious opposition from AmerisourceBergen, including threats that the company would close the facility or replace workers in the event of a strike. The workers stood together during a one-day strike and had support from all levels of the Teamsters organization, which represents workers at four AmerisourceBergen facilities around the country.

AmerisourceBergen is one of the nation’s largest wholesale pharmaceutical providers, providing pharmaceutical supplies for many Teamster-affiliated health and welfare plans. The escalating labor problems that threatened to erupt in work stoppages and service disruptions were of great con-

cern to Teamsters General Secretary-Treasurer Tom Keegel, who communicated those concerns to Teamster trustees of the Teamster health and welfare funds across the country. Teamster trustees immediately jumped to action, demanding answers and accountability from their funds’ pharmacy benefit managers who contract with AmerisourceBergen.

“We do a quarter of a billion dollars of business with our pharmacy benefit manager and we will hold them to the highest standards,” said Fred Gegare, International Vice President and Trustee of the Central States Pension, Health and Welfare Fund.

“I was very impressed by how we stood together and by all the Teamsters that rallied behind us,” said Robin Sadowski, a returns clerk. “The hearts that were full and radiating support for us were phenomenal.”

“I was very impressed by how we stood together and by all the Teamsters that rallied behind us.”

—ROBIN SADOWSKI

For more information on the Teamsters Warehouse Division, visit www.teamster.org/info/warehouse.





Risking Their Lives

Colombian Union Leaders Visit Teamsters, Lawmakers

Jorge Enrique Gamboa Caballero came to Washington in mid-May to tell Americans how Colombian workers suffer under President Alvaro Uribe.

It could get him killed.

Nearly 3,000 Colombian union members have been murdered in the past two decades. A fraction of their killers were ever brought to justice. In a scandal that is spreading even now, more than 60 members of Colombia's Congress—including a close ally and relative of Uribe—have been investigated or jailed

for conspiring with the death squads.

The Colombian government's shameful human rights record led House Speaker Nancy Pelosi in April to sidetrack a trade agreement between the U.S. and Colombia. Congress, however, is under intense pressure to approve the trade deal—from the Bush administration, the Colombian government and lobbyists for multinationals.

Gamboa and six other Colombian union leaders were here to make sure the trade deal doesn't pass. They came



because they've seen how two decades of free-trade policies have wrecked hopes for a just society and economic growth that benefits all workers.

Bad for Everyone

"We believe the free trade agreement will make the

Colombian economy even worse and will severely harm the life and living conditions of Colombian workers," said Evan Torro Lopes, executive committee member of the National Association of Bank Workers.

Colombia has a trade deficit, millions of lost jobs, a

State Of The Unions

An Interview with Journalist Phil Dine

Phil Dine, reporter for the St. Louis Post-Dispatch, has forgotten more about labor unions than most reporters will ever know. In his recently published book, "The State of the Unions," Dine argues that unions do a poor job of telling their story. He offers suggestions for improvement based on his years of experience.

Why do unions have such a hard time telling their story?

They have too few resources at the local level. That's where people work, that's where they have a contract. When there's a plant closing, the local reporters can't get a response from the union. People think it's because the union doesn't care. But it's because the local union guy knows he's up against a slick corporate PR operation.

Unions need to point out the assault on the middle class, both economic and in terms of their rights. That is a direct result of the decline or weakening of the labor movement. People need to connect the dots.

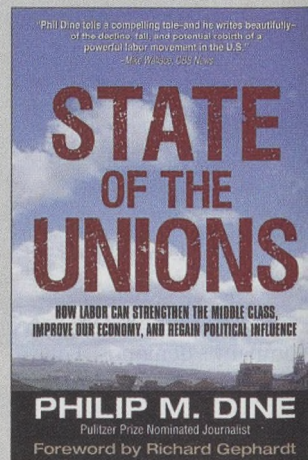
The great contracts that Jimmy Hoffa negotiated in the 1950s didn't just benefit workers, they built the middle class. Labor's time of greatest strength was the time of the greatest growth in the middle class.

How can we explain the decline in union membership?

Jobs are leaving the unions. And employers are also getting way more aggressive and smart in fighting off unions. Look at the NLRB (National Labor Relations Board). According to their own numbers, 32,000 people got back pay in 2006 because they were improperly disciplined for trying to form a union. In the '50s, that number was a few hundred.

What's the best way for unions to change hearts and minds?

You've got to talk about more than wages and benefits. You have to talk about human rights and values. You have to fight on the values terrain. You need to say, "Here's how we've changed." The Teamsters have undergone an incredible transformation. They've been democratized. There's a lot more member involvement. UPS workers will put down their parcels and talk to me about the Teamsters. They relish it.



Safety Fight

Union Tackles Problems Facing Waste Workers

April was a busy month for the Teamsters' fight for justice on behalf of waste workers, including an event in Memphis on the eve of the 40th anniversary of the assassination of Dr. Martin Luther King Jr., a Senate subcommittee hearing and the announcement of a national clergy committee prepared to stand with the sanitation workers.

On April 1, the Senate Subcommittee on Employment and Workplace Safety heard testimony from unions in the Change to Win partnership on the need for greater oversight by the Occupational Safety and Health Administration (OSHA) of companies with a history of serious, ongoing safety violations—including waste hauling giant Waste Management Inc. (WMI). The hearing followed the release of "In Harm's Way," a report which details WMI's pattern of life-threatening safety violations.

Two days later, on April 3, on the eve of the anniversary of Dr. King's assassination,

Teamsters and religious leaders from across the country stood with waste workers from 1968 and 2008 to demand WMI and other sanitation companies make immediate and substantive improvements in worker safety.

The Teamsters and religious leaders announced at St. Mary's Episcopal Church in Memphis the formation of the National Committee for Sanitation Worker Justice (NCSWJ). The coalition was formed by Interfaith Worker Justice (IWJ) in response to the findings of "In Harm's Way," following the death of WMI mechanic Raul Figueroa.

"Raul Figueroa's death is a reminder of the real hazards many Waste Management workers face every day," said Bob Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division.

The national committee is made up of clergy from across the country who will monitor safety conditions and work on

organizing rights for sanitation workers.

On March 25, the family of deceased WMI mechanic Figueroa from West Palm Beach, Florida, joined safety advocates, concerned local politicians and the Teamsters at Local 769 in North Miami, Florida for the release of "In Harm's Way." Figueroa was the victim of a gruesome accident on January 3, 2008, at the North Broward Waste Management facility, when a hydraulic arm on the truck malfunctioned, pinning him against the cab and severing his body in half. His family hopes to enact real change at WMI by partnering with the Teamsters Union and other concerned advocates to prevent Figueroa's fate from befalling other workers in the sanitation industry.

To read the report, "In Harm's Way," visit www.teamster.org/info/inharmsway.



To take action on this issue, visit www.teamster-stakeaction.org/campaign/colombia_fta_update.



Weight-Loss Challenge

Local 25 Members Have "Biggest Loser" Competition at Work

Dunkin' Donuts may not appear to be the most appropriate place to kick off a weight-loss contest, but it worked for some Local 25 Teamsters in a friendly competition among coworkers at the Freetown Stop & Shop in Massachusetts.

From January 15 to May 15, workers at the Stop & Shop held a "Biggest Loser" competition with six teams of five men competing against each other to lose the most weight. The winner, Dale Johnson, who lost 50.6 pounds, won the money collected from the participants, plus an extra \$100 pitched in by the contest's organizer, Bob Halloran, a Local 25 Stop & Shop worker.

Denis Provost, a captain of one of the teams in the competition, said his team had their

first strategy meeting at a local Dunkin' Donuts.

"I was very excited about the opportunity to help other drivers get into shape, prolong their lives, increase their energy levels, be able to do more things with their family, add years to their lives and stay away from the doctor's office," he said.

Of the 280 drivers at Stop & Shop, 30 participated. The workers lost a total of 524.5 pounds over the four-month competition.

"At one time in this business, we did just about everything by hand and got a great workout every day and everyone was in shape," said Mark Sullivan, who has worked at Stop & Shop for 23 years. "About 10 years ago, everything started going electric and everybody put on pounds."



"I'm really proud of these guys for taking the initiative on not only getting healthy, but getting to know their Teamster coworkers," said Sean M. O'Brien, President of Boston's Local 25.

"As we went through this contest, we met many men that we had worked with but never knew," Provost said. "We got healthier, noticeably lighter and made friendships at work."

"The approach these workers took to wellness is a good thing that more Teamsters should become involved in," said LaMont Byrd, Director

of the Teamsters Safety and Health Department. "Obesity is rampant in the U.S., including among Teamsters. Chronic diseases such as diabetes, sleep apnea and heart disease are closely associated with obesity, so losing weight is a great way to reduce your risk of acquiring these illnesses."

For more information on the Teamsters Safety and Health Department, visit www.teamster.org/resources/sh/sh.asp.

Tronquistas De Puerto Rico

Local 901 Teamsters March in Puerto Rican Day Parade

The heat in New York City sizzled in the 90s on June 8 as hundreds of thousands of people came together to line Fifth Avenue for the annual Puerto Rican Day Parade, including members of Local 901 of Puerto Rico, better known on the island as "Tronquistas De Puerto Rico."

This year, members of Local 901 were the guests of New York City's Local 237, which supplied shirts to every member who participated. Between the two locals there were more

than 100 Teamsters marching behind the 60-member band the local hired for the event.

Argenis Carrillo, a Local 901 steward at Pepsi Americas, handed out fliers at the parade about the local's boycott of Pepsi Americas.

"We have been in negotiations for one year and we need the company to listen to the union," said Angel Vazquez, a Local 901 business agent.

"We will convince Pepsi Americas that we will keep fighting if they don't come to



the negotiating table with us. We think this will help," Carrillo said, pointing to the sea of people lined up along the parade route.

Carrillo and Vazquez, along with other Local 901 members,

handed out the fliers, talking to people in both English and Spanish about their campaign. While they were raising awareness, members and member organizers marched, danced and sang.

One For The Money

First Contract at Huron & Eastern Railway

Members of the Brotherhood of Locomotive Engineers and Trainmen (BLET) have ratified their first-ever collective bargaining agreement with the Huron & Eastern Railroad (H&E), a RailAmerica short line headquartered in Vassar, Michigan.

"The new agreement provides an estimated \$10,000 increase in base salary for each BLET member," said Justin Bradt, acting local chairman for the H&E engineers. Bradt, a six-year member, works as a qualified locomotive engineer and holds a regular run out of Arthur Station in Bay City, Michigan.

The four-year agreement

covers approximately 25 members and provides general wage increases of 2 percent per year (8 percent over the life of the contract) in addition to bonuses earned through the company's profit sharing program. The agreement provided a 3 percent wage increase from December 17 to December 31, along with the annual 2 percent wage increase that went into effect on January 1. It took almost two years to obtain the first contract, but BLET members said it was worth the wait.

"I like the contract," said John Sutton, an H&E locomotive engineer since 1998. "We are all happy with the BLET. It is a good starting contract. We chose the BLET to help us get



this contract, and I have to say it was a great decision."

Midway through the negotiating process, the railroad's parent company, RailAmerica, was sold. It provided a reality check for the members and showed how quickly their work environment could change. With no work rules or benefits in writing, it became more important than ever to obtain a quality union contract. Bradt said the workers didn't have problems with management

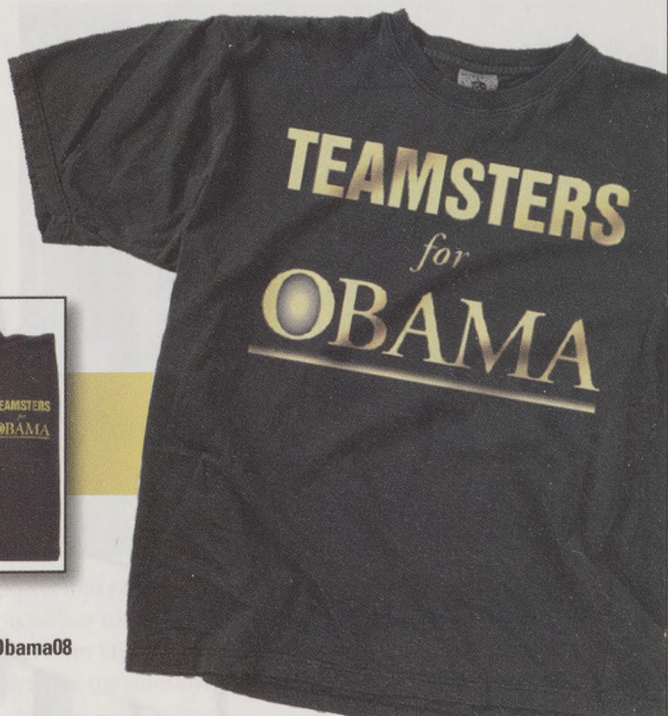
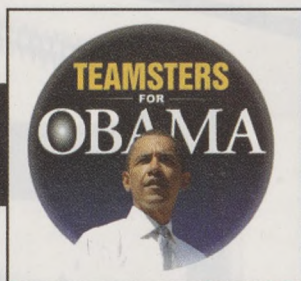
(new or old), but that it was important to finally secure work rules and benefits in a written contract.

"We went from a work environment based on verbal policy to one with specific rules in a written agreement," Bradt said.

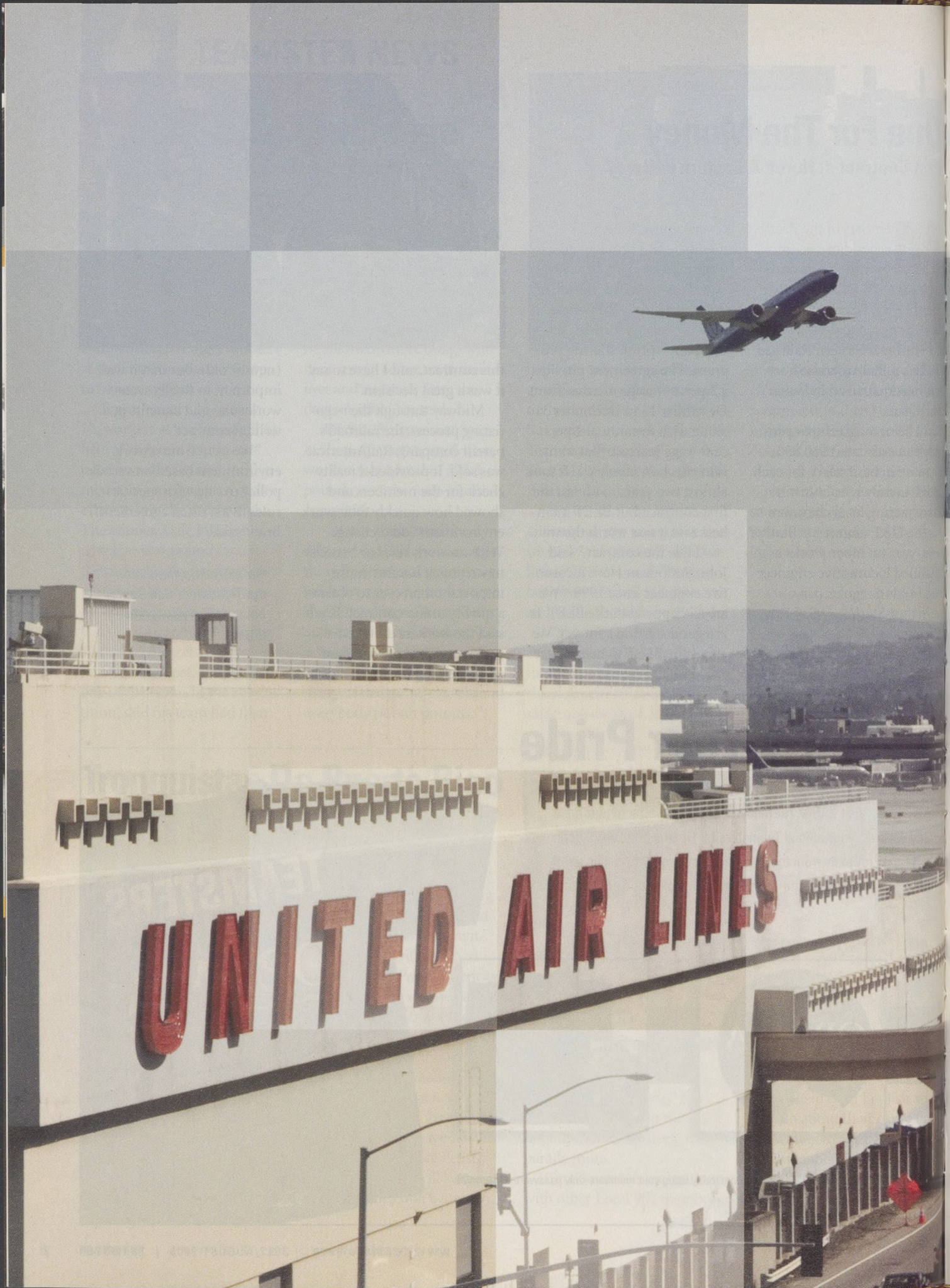
For more information on the Teamsters Rail Conference, visit www.teamster.org/info/rail.

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FLYING HIGH

8,600 United Airlines Mechanics and Related Employees Join Teamsters

AS A UNITED AIRLINES MECHANIC from Chicago left his home to work the swing shift, he wondered what the news would be. At that very moment, a mechanic from Dulles, Virginia waited eagerly for the results. And a laid-off United Airlines mechanic in Indianapolis was hoping for a positive outcome, a brighter future.

The wait, all agreed, was more than worth it. More than 8,600 active and furloughed United Airlines mechanics got the good news they had been waiting for.

"After two years of hard work, we now have the opportunity to work with the strength of a true union behind us," said Rich Petrovsky, a 38-year aviation mechanic at San Francisco International Airport, United's largest maintenance facility.

The United Airlines mechanics and related employees turned out in overwhelming numbers to vote for the Teamsters. More than 78 percent of eligible voters cast their ballots via telephone or Internet in this National Mediation Board election. The Teamsters Union obtained more than one-and-a-half times the votes obtained by the Aircraft Mechanics Fraternal Association (AMFA) as the vote tallied 4,113-2,631 in favor of the Teamsters.

"We are thrilled that United mechanics voted to join our union by such a large margin. By voting to join the Teamsters, you have voted to secure your future," said Jim Hoffa, Teamsters General President.

The new members are now part of a powerful Airline Division, with more than 50,000 members, of which, more than 18,000 are aviation mechanics and related. The United mechanics are also part of the Teamsters Aviation Mechanics Coalition (TAMC), an organization of mechanics from each Teamster-represented carrier that is building power and raising standards throughout the aviation industry.

"We welcome the United mechanics to the Teamsters and to our division," said David Bourne, the Teamsters Airline Division Director. "It's a time of tremendous change for the airline industry and a time of growth for the division. I'm confident that working together we can meet the challenges ahead."





Calling All Mechanics

Joe Schwirian, a 21-year United mechanic in San Francisco, sits in a cubicle at the Teamsters Local 856 office in San Bruno, California, waiting for the person on the other end of the line to answer.

"Hi, my name is Joe Schwirian and I'm a mechanic with United Airlines in San Francisco. I'm calling because we're working with the Teamsters to make a change at United," Schwirian said to the mechanic, who could easily have been from Philadelphia, Denver, Los Angeles or anywhere else in the country.

In adjacent cubicles, offices and conference rooms, Schwirian's coworkers were hard at work. It was their weekend and they had already put in more than 10 hours on the phones. They were calling their coworkers at United Airlines across the nation, urging them to sign authorization cards and vote for the Teamsters.

It was May of 2007 and this group of a dozen mechanics from San Francisco had already been working to gain the Teamsters as their union representative for quite some time. They called themselves the "Committee for Change," and under the leadership of Petrovsky, dedicated all of their energy to this grassroots effort.

Now officially partnered with the Teamsters, the mechanics were starting the long and arduous process of contacting United mechanics across the nation. The most difficult task would be locating the nearly 4,000 furloughed mechanics that were eligible to vote. Many of these furloughed workers came from Indianapolis where, in 2003, United shut down its heavy maintenance base and laid off more than 1,000 mechanics. Many of the mechanics still retained recall rights with the company, and had an interest in gaining effective union leadership at the airline.

High Stakes

Every mechanic, active and furloughed, had a stake in this election. As members of AMFA, the mechanics had grave concerns for the years ahead if a change did not come soon. With airline merger talks looming, and their contract up in 2009, the mechanics expressed fears over negotiating with United Airlines under their current association. The mechanics had already witnessed vast sums from their hard-earned pension plan disappear after United defaulted and foisted \$6.6 billion of its \$9.8 billion in

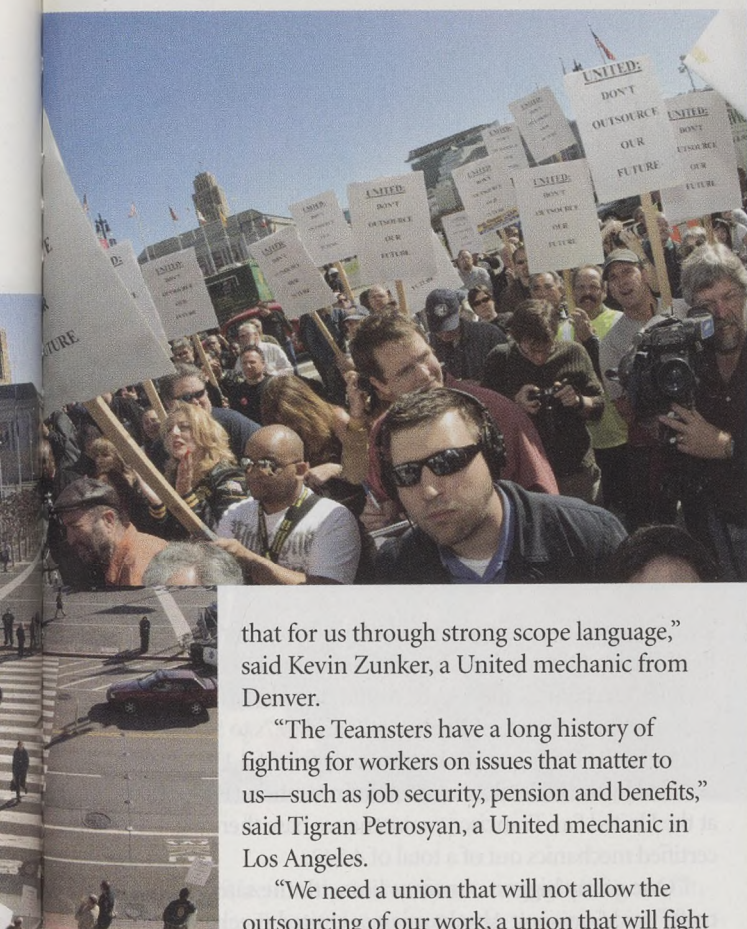
unfunded pension liabilities onto a federal agency, the Pension Benefit Guaranty Corporation (PBGC). The mechanics had endured benefit cuts and the loss of jobs due to the outsourcing of mechanic work, at home and abroad. Under AMFA, they witnessed a piling up of unaddressed grievances and the surrendering of scope (job protection) language to the company, which resulted in "blending" and increased outside vendor (OSV) work which replaced mechanics out on furlough.

All of this was underscored by fears that a repeat of the Northwest Airlines disaster could be imminent. The vast majority of AMFA mechanics at Northwest had already lost their jobs due to weak job security language. A 15-month strike ended in 2006 with nearly all of the members losing their jobs to replacement workers after AMFA accepted a concessionary deal in order to end the strike. With their contract up in 2009, the United mechanics felt they were on borrowed time.

"My concern is that I would lose everything in 2009 with AMFA because they would do something like what happened at Northwest. We needed power and the Teamsters have the numbers to make power," said Craig Rowe, a United mechanic in Boston.

The United Airlines mechanics sought out Teamster representation for numerous reasons, including the strong scope language and retirement security that the Teamsters have negotiated into mechanics' contracts. Also major factors in their decision were the Teamsters' political clout, negotiating power and commitment to raising standards for aviation mechanics.

"Job security should be the 'golden egg' to every mechanic at United Airlines and the Teamsters have the ability to protect



that for us through strong scope language,” said Kevin Zunker, a United mechanic from Denver.

“The Teamsters have a long history of fighting for workers on issues that matter to us—such as job security, pension and benefits,” said Tigran Petrosyan, a United mechanic in Los Angeles.

“We need a union that will not allow the outsourcing of our work, a union that will fight

for us during company grievances and a union that will represent us during contract negotiations,” said Mimi Santiago, a mechanic at New York’s John F. Kennedy International Airport. “With the Teamsters we will get the recognition and wages we deserve as skilled and professional aircraft maintenance technicians.”

Whirlwind of Activity

From the first phone call made by Schwirian in the San Francisco Bay Area to the final vote count, the United mechanics and Teamsters worked together not only to organize, but to make a positive change in the aviation industry for mechanics. What started with 12 mechanics at the San Francisco base rapidly took off on a national scale, with thousands of United Airlines mechanics across the nation working with the Teamsters to secure their future.

“Unions are stronger when they are bigger. The Teamsters have a great reputation and the airline industry needs someone strong now. We need to get this done right,” said Donald Witherell, a mechanic at United’s Boston facility.

Teamsters Union staff, local union officials, member organizers, member mechanics and the United Airlines mechanics worked tirelessly to get the job done. They spent months making phone calls, holding informational meetings and knocking on the doors of thousands of United mechanics nationwide. They took on the fight against unsafe outsourcing work, leafleted the public at airports and met with political leaders on Capitol Hill. The Committee for Change kept their coworkers informed throughout the campaign with a weekly newsletter and web site, www.teamstersatual.com. With all the time and passion devoted

Moving Forward as Teamsters

In the short period of time since the United Airlines mechanics and related employees voted to become Teamsters, the Airline Division and Teamster locals have quickly gotten to work on representing the membership.

Across the nation, Teamster local unions have set up offices on the properties of many UAL locations. Dozens of mechanics—at the expense of UAL—are on full-time union leave of absence, and working with local union business agents, to represent their fellow mechanics on site.

“The locals have done a super job of getting things organized. The membership, be it chief stewards or the safety committees, are a great group who are stepping up to the plate. We’re very encouraged that they are taking a proactive stance in moving forward to assist the membership,” said Clacy Griswold, International Representative to the Airline Division.

The Airline Division has met with United at company headquarters on national issues of concern, as well as with local management across the country on processing a backlog of grievances. All chief stewards have been put into place and shop stewards have been elected or are in the process of being elected. National shop steward trainings have also taken place nationwide. Monthly conference calls with all union leadership, chief steward coordinators and business agents are also taking place.

United Airlines mechanics have suffered from a backlog of grievances in the past that the Teamsters are moving forward rapidly to rectify.

“There were about 173 grievances locally inherited in Chicago. Local 781 resolved 38 of those in only 10 hours,” said Paul Strippling, Vice President and Airline Division Representative for Local 781 in Des Plaines, Illinois. “We met with the company and told them we expected their cooperation, and that in return, they would have ours. It’s been so far, so good.”

A delegation of about 25 UAL Teamsters attended the company’s annual shareholder meeting and confronted UAL CEO Glenn Tilton directly about concerns related to excessive executive pay practices, particularly at a time when the company and industry is in crisis. They also voiced concerns about outsourcing of maintenance work and the high costs of mismanagement within the maintenance operations.

Pilots and flight attendants also attended but the Teamsters set the tone of the meeting—demanding answers before the company closed the polls on the director elections and controlling the microphone during the question-and-answer session. A unity picnic of all three work groups took place after the meeting.

David Bourne, New Airline Division Director



David Bourne joined the Teamsters as Airline Division Director in May, replacing Don Treichler, who is retiring. Bourne, a Boeing 747-400 captain, was most recently master executive council chairman for the Air Line Pilots Association unit at Atlas Air. He spent two decades as a corporate pilot.

His first job was flying for the Teamsters as substitute first officer on a Gulfstream II jet in 1977. He has flown a broad array of high-profile union leaders and public figures for Jet America International, Geneva International, the AFL-CIO and Riggs National Bank. He has long experience grappling with difficult management. It took two organizing drives, a bitter court battle and two efforts to secure a contract before he signed the first collective bargaining agreement in Atlas Air's history in July 2002.

to the cause, coworkers became more than coworkers. They became brothers and sisters, united in their mission to become Teamsters at United.

"I've been a mechanic for 56 years. I started working on aircraft in World War II. I've put a lot of years in and I felt it was time for a change for the better," said John Hotchkiss, the senior mechanic with United, who works at the airline's Denver facility.

Finding Furlougees

Locating furloughed mechanics in this election proved difficult, as many had left the industry and moved on to other cities, but Charles Farkass, a furloughed mechanic from Indianapolis, found the Teamsters. Sergeant First Class (SFC) Farkass proudly wrote to the International Union after voting for the Teamsters from Tallil, Iraq, where he is currently deployed.

"Thank you for getting a real union in," Farkass wrote. "Hopefully we can make a change at United for the better!"

Douglas Patton, a furloughed mechanic from Indianapolis, did not return to work in the aviation industry after he lost his job at United Airlines; however, he also supported his fellow mechanics in joining the Teamsters.

"Even though I've changed careers, I wanted to see my brother and sister mechanics get real representation. I wanted them to have a true union, a union they can be proud of," Patton said.

Safety in the Skies

Aircraft maintenance is a critical component of airline operations. Aircraft mechanics hold highly skilled positions, with a tremendous degree of responsibility for the safety and security of the flying public.

Through the Airline Division and the TAMC, the United mechanics worked during their organizing campaign to bring attention to the critical issue of outsourcing and its impact on American jobs and passenger safety.

Even allowing for the downturn in air travel following 9/11, Department of Transportation statistics show that United Airlines has cut more maintenance positions than any other U.S. airline. Many of these jobs are going to vendors in the U.S. and to overseas

Bourne's commitment to the labor movement goes back to his roots in the coal mining town he grew up in—Logan, West Virginia. Both his father and grandfather worked the mines.

"I'm excited about joining the Teamsters at this stage in the Union's history," Bourne said. "The Teamsters leadership is bringing a new focus and commitment to its aviation members."

As part of that commitment, the Teamsters Government Affairs Department hired Ken Montoya, a lobbyist with years of experience following aviation issues. Montoya spent 12 years at the National Air Traffic Controllers Association and eight years as a staffer on Capitol Hill. Bourne expects to increase the number of Airline Division staff as the division grows to meet the challenges facing aviation.

locations with less stringent regulations. In a report titled, "Who is Really Fixing Our Airplanes? An Exposé of the 11,000 Missing United Airlines Mechanics," the TAMC found that United outsources all of its heavy maintenance of Boeing 747s and 777s to South Korea and China. In the Beijing repair station, only five of 2,179 mechanics are certified by the Federal Aviation Administration (FAA). In contrast, at the United San Francisco maintenance base there are 4,248 FAA-certified mechanics out of a total of 4,542.

"One of my biggest concerns lies with the safety of our aircraft," said Somsong Abrahamian, a United mechanic in San Francisco. "I know that the aircraft serviced by United mechanics in the United States are safe because of the certifications and training we go through. Overseas, it's anyone's guess."

United mechanics and the Teamsters worked hard to bring this critical safety issue to the forefront. They petitioned the FAA to take immediate action to address the outsourcing crisis. The Teamsters cosponsored an outsourcing summit with the Business Travel Coalition to seek solutions to safety and security issues in the aviation industry. The six other unions that make up the 6-million member Change to Win coalition pledged to stand by United mechanics in their efforts to join the Teamsters and to fight for change at United Airlines, including taking on the fight against unsafe aviation maintenance outsourcing. Gavin Newsom, the mayor of San Francisco, rallied with the mechanics and Teamsters at San Francisco's City Hall on this issue. Together with the Teamsters, United mechanics leafleted at major airports over the Thanksgiving and Christmas holidays to alert passengers to the potential dangers of foreign repair stations and United's practice of outsourcing heavy maintenance to China. Thousands of passengers signed petitions to end the practice and major media outlets, including CNN's *Lou Dobbs Tonight*, highlighted these efforts on a national scale.

"The Teamsters have a plan for our future and our industry. They have done a lot already," said Fred Wood, a mechanic from San Francisco. "Our fight here at United Airlines is a historic event in labor history that says we will not let our company and country outsource our jobs without a fight. We will not roll over. I am proud I voted Teamsters!"

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Looking Ahead

Following the satisfaction that came from accomplishing a multi-year effort to secure Teamster representation, the new members at United are now eager to continue the work performed during the campaign. Now that the United Airlines mechanics have won their election and are Teamsters, the tremendous effort that went into organizing is now going into continuing efforts to bring mechanic issues and concerns to the forefront of the public and political agenda. The Airline Division is currently making the transition, taking over day-to-day representation. And the mechanics are getting involved in their union, and will have the opportunity to become even more involved as part of the TAMC.

"Working for United for the past 20 years, I've seen past give backs. I've experienced us not having any input into our future gains. It's time to empower a solid brotherhood of Teamsters to get back what the old has given up," said Thomas Kelly, a mechanic at John F. Kennedy International Airport.

The mechanics know, however, that it will take their continued efforts to truly secure their future.

"Our vote turnout in the representation election was excellent, and this participation must continue to get the maximum results from your union," said Paul Molenberg, a mechanic in San Francisco, to his fellow mechanics. "Teamwork is what will make us successful in our fight to improve our working conditions and benefits."

And they will do this, as Teamsters.

For More Information

To view United Airlines campaign photos, literature and articles, go to www.teamster.org/resources/uammechanics/uammechanics.asp.



JOHN T. COLI, PH
ROBERT A. HOGAN, Vice President
MICHAEL J. CLAYTON, Secretary
PATRICIA M. FLYNN, Rep. Staff

Political Power

When choosing a union representative, United Airlines mechanics were looking for an effective organization with great political power.

"I felt the Teamsters were the best choice because we work in a government-regulated industry and the Teamsters represent 1.4 million potential voters. The Teamsters are a voice our elected officials will hear," said Jim Connolly, a United mechanic in Chicago.

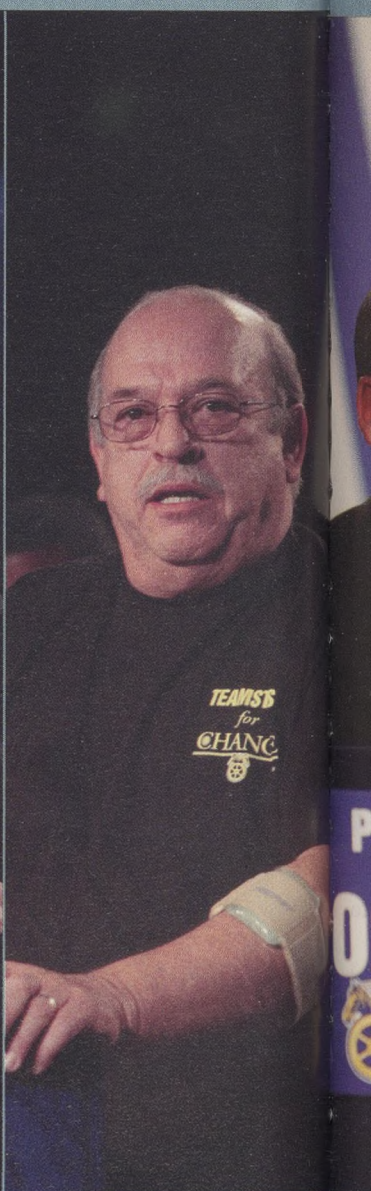
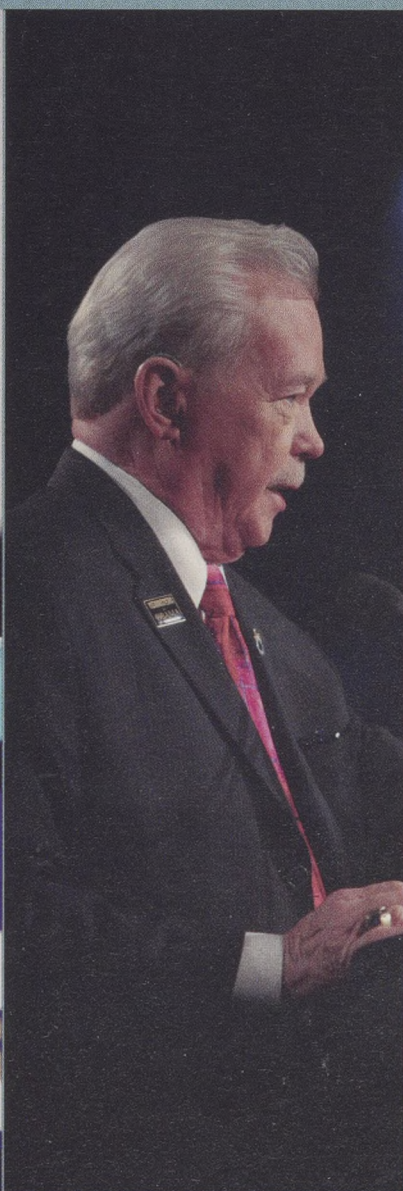
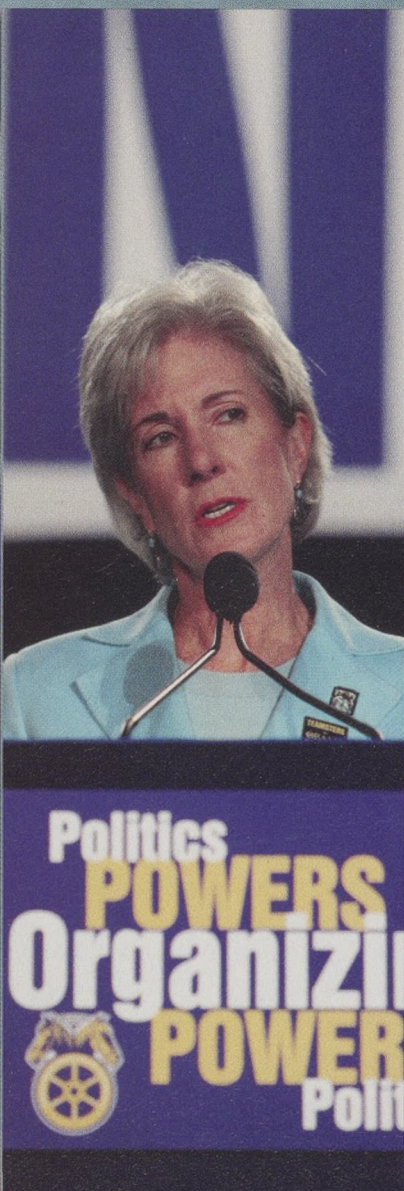
Early on in the United Airlines campaign, Connolly traveled to Washington, D.C. and joined Teamsters General President Jim Hoffa in meeting with political leaders to discuss third-party maintenance, excessive executive compensation and the outsourcing of work.

The Teamsters have enlisted the support of prominent political leaders in their fight against outsourcing, including:

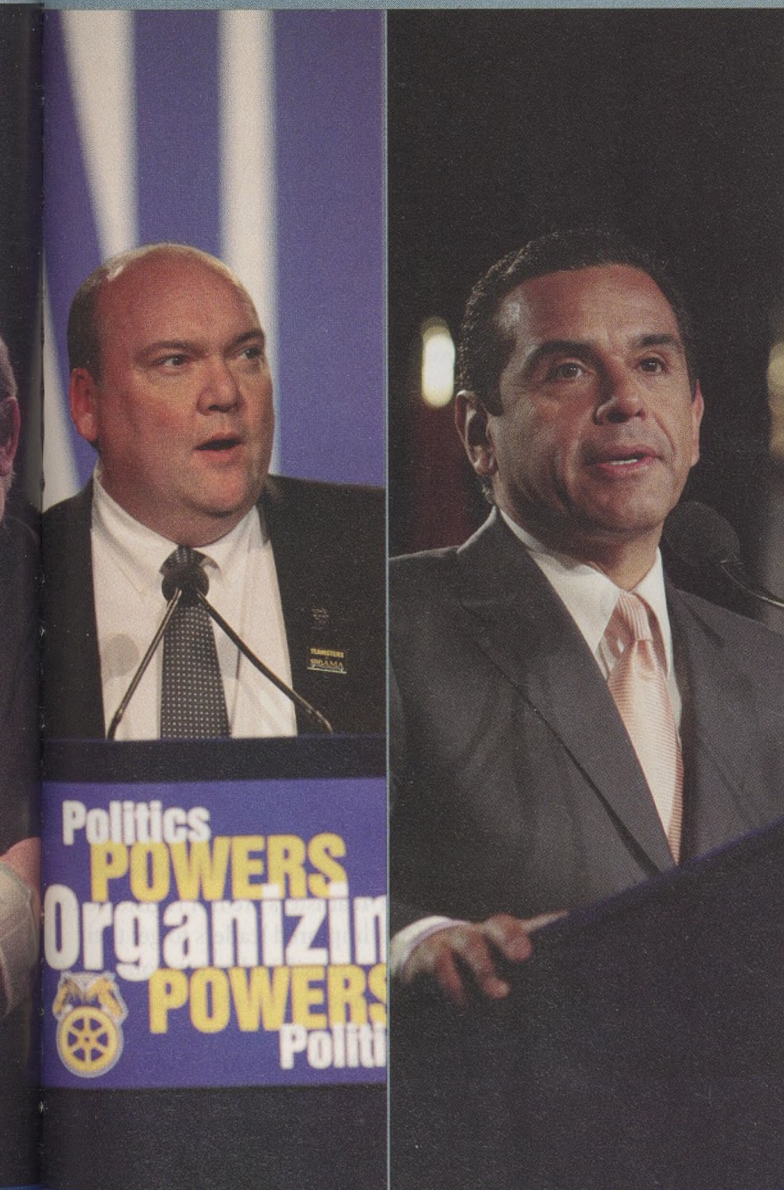
- Democratic Presidential nominee and U.S. Sen. Barack Obama;
- U.S. Sen. Barbara Boxer (D-CA);
- Rep. George Miller (D-CA), Chairman of the House Education and Labor Committee;
- U.S. Sen. Claire McCaskill (D-MO); and
- Rep. James L. Oberstar (D-MN), Chairman of the U.S. Transportation and Infrastructure Committee.

"One of the reasons I voted Teamsters was because I have seen plenty of big politicians provide verbal and written support in the mainstream media for what the Teamsters are doing to protect our jobs," said John Dwyer, a United mechanic from Denver and former Vice President of AMFA Local 8. "We all know that the Teamsters will provide us with the support and representation that we need. They have the power, the backing and the will to turn things around."

UNITED AND



GROWING



2008 Unity Conference Stresses Politics, Organizing

U.S. Sen. Barack Obama greeted—via live satellite—union leaders attending the 2008 Unity Conference, promising to sign into law the Employee Free Choice Act when he is president and support other pro-worker policies.

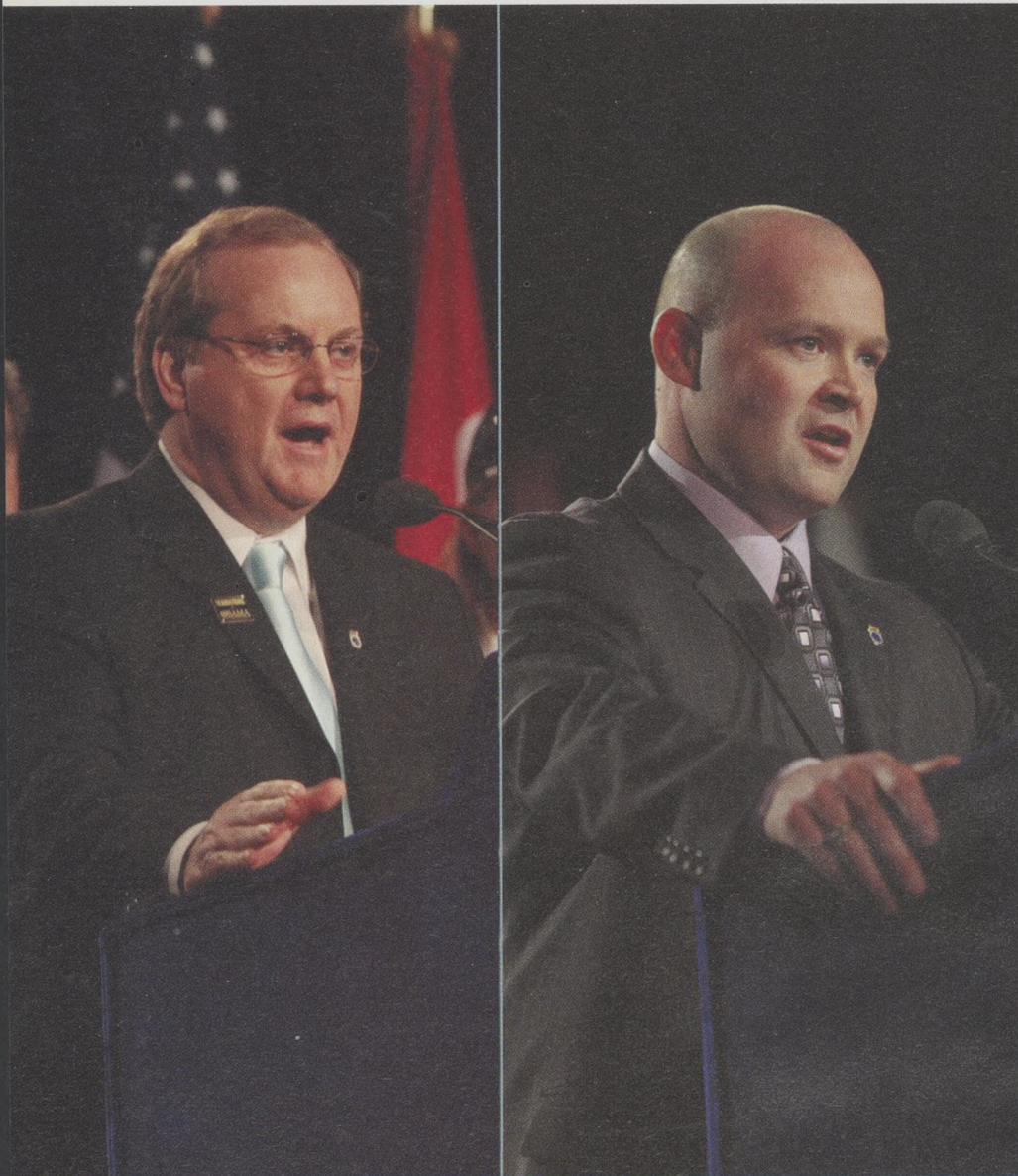
With the union's continued support, Obama said, "We will change this country, we will change this world and we will make sure American workers can live out the American Dream."

Sen. Obama thanked General President Jim Hoffa for his help and thanked all Teamsters for volunteering to help his campaign by knocking on doors, telephoning union members and attending rallies as part of the Working Class Convoy for Change.

"I'm always glad to pull into a rally and see a Teamster truck outside," Obama said.

Politics and the importance of electing pro-worker candidates, as well as highlighting the Teamsters' recent organizing successes were the major themes of the 2008 Unity Conference. Obama spoke during the first day along with U.S. Rep. George Miller (D-CA) and UPS Freight workers. The second day featured speeches by Los Angeles Mayor Antonio Villaraigosa, port drivers who hope to join the Teamsters and Kathleen Sebelius, the Democratic governor of Kansas.

Principal officers, rank-and-file members, organizers, business agents and others attended this year's conference. Brian Hamm, a business agent from Local 89 in Louisville, Kentucky, said it is critical for Teamsters



"Barack Obama is willing to fight alongside us to change our country's labor laws. Sen. Obama will make passage of the Employee Free Choice Act a priority. He will work to fix NAFTA"

— JIM HOFFA, GENERAL PRESIDENT

to support Obama and other pro-worker candidates.

Regaining Power

"It's important to get back the rights and power we union members once had," said Hamm, who works on behalf of UPS workers at the air hub in Louisville. "We need to get politicians on our side. It seems like everywhere you go companies are trying to move \$20-an-hour jobs away and replace them with \$8-an-hour jobs."

Pedro Cardi, a business agent and Trustee at Local 210 in New York City, said political action, especially in this election year, is about survival.

"If we don't have an effective word in politics we don't exist as a labor movement or as workers," said Cardi, who is also a member of the board of directors of the Teamsters Hispanic Caucus. "At Local 210, our thought is if we don't get a Democratic president, we should expect to hold our next meeting in a phone booth outside."

Obama said he is looking forward to supporting Teamsters and working people in general and putting an end to eight years of anti-worker laws and policies promoted by the Bush administration.

"Politics didn't lead me to working folks," Obama said. "Working folks led me to politics."

Working Together

Hoffa stressed the importance of electing Obama and passage of the Employee Free Choice Act. Noting that a substantial number of Teamsters are not registered to vote, Hoffa implored leaders to get their members registered and to turn out to vote for Obama.

"Barack Obama is willing to fight alongside us to change our country's labor laws. Sen. Obama will make passage of the Employee Free Choice Act a priority. He will work to fix NAFTA," Hoffa said.

"Obama will stop employers from unfairly classifying their employees as independent contractors rather than full-time employees. He will strengthen Davis-Bacon and prevailing wage laws. He will return the Department of Labor and the NLRB to their original missions of pro-



protecting worker rights. Obama will fight for universal health care. He will put a stop to tax incentives for companies moving jobs overseas. And he won't put unsafe Mexican trucks on our roads," Hoffa said.

"We all need to work together and get Obama elected," Hoffa said. "Are you ready to fight for the American Dream?"

'Vote, Vote, Vote'

To get his point across, Hoffa began chanting "Vote, Vote, Vote," to the largest crowd ever assembled for a Unity Conference—more than 1,200 people.

A chorus of "Vote, Vote, Vote" filled the meeting hall.

The meeting also focused on the union's organizing success in recent months. The Teamsters Union has had an exceptional year in terms of organizing.

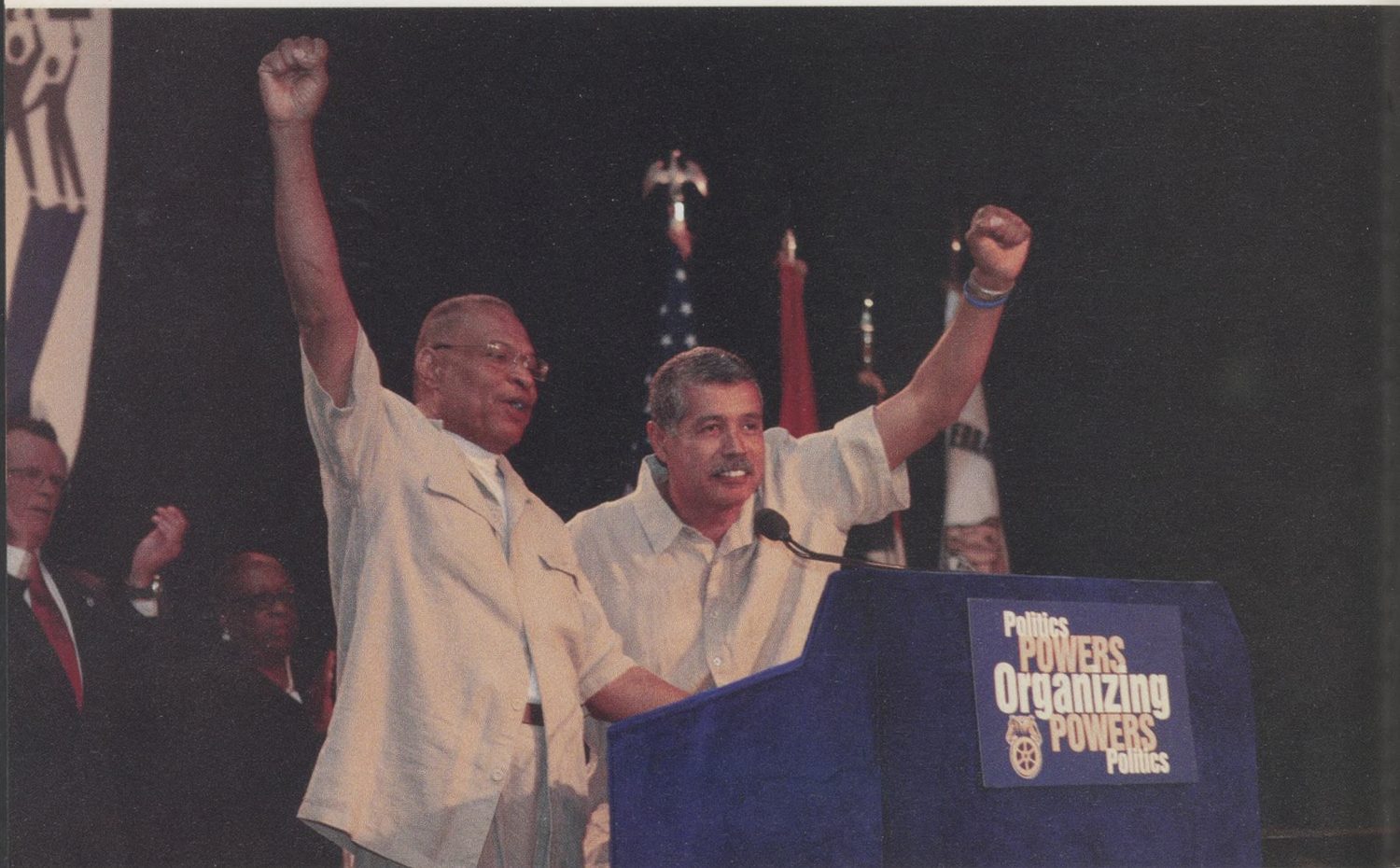
"Today, the Teamsters Union is more united than it has been in its entire history," Hoffa said. "I am proud to report that in 2007, we had the largest net increase in membership in decades. Last year, we had net growth of 25,000 new Teamster members. What we did in 2007 is just the beginning! I'm proud to report that

in the first five months of 2008, we've already organized more than 25,000 new workers.

"When you are a team of 1.4 million working people you can do great things. You're able to organize 9,300 United Airlines mechanics! You can organize more than 5,000 school bus drivers! You're able to organize more than 10,000 UPS Freight workers at what used to be Overnight!"

UPS Freight

International Vice President and Package Division Director Ken Hall reviewed



the UPS Freight campaign. So far, about 11,000 of 12,600 workers eligible to join the Teamsters have done so through card check. The workers have also ratified a national contract that improves their wages and benefits and provides them with a grievance procedure.

"We will not quit until we have organized the remaining 1,600 workers," Hall said.

Hall introduced recently organized UPS Freight workers on stage, who delivered emotional "thank you" messages.

"We're proud to be Teamsters," a choked-up Jesse Nicholson said. Nicholson is a new member of Local 135 in Indianapolis. Teamsters in the audience shouted words of encouragement to Nicholson and the other UPS Freight workers as they spoke.

"I'd like to thank all of you for inviting us into your family," said Kenneth Hill, a new member of Local 667 in Memphis.

Employee Free Choice Act

Rep. Miller, who addressed the conference, is chairman of the House Education and Labor Committee and he also sponsored the Employee Free Choice Act, which was passed in the House of Representatives but has been blocked in the Senate.

Hoffa introduced Rep. Miller to the Unity conferees by saying he had put the "labor" back in the Labor Committee. Miller repaid the compliment with a rousing speech promising change in November—if Teamsters work to get out the vote.

"When union households vote, you win, we win, the country wins," Miller said.

A dream will come true for labor unions if Democrats win the White House and 60 members of the Senate: The Employee Free Choice Act will become law.

"With the Employee Free Choice Act, you don't get intimidated," he told the Unity conference. "You don't get threatened. You don't get fired. You get a union!

You've got to go to work. You've got to register people. So roll up your sleeves, Teamsters, and go to work."

Port Struggle

During the conference's second day, Los Angeles Mayor Villaraigosa told union leaders that the thousands of port drivers in his city deserve good wages, benefits and dignity.

Villaraigosa is a strong Teamster ally in the union's long struggle to win employee status for the 16,000 port drivers at the port of Los Angeles/Long Beach. The plan to bring port drivers into the middle class would at the same time clean up the filthy air around the Port of Los Angeles.

"We can grow the port," Villaraigosa said at the Unity Conference. "We're going to do it with good jobs, good wages, health care, a pension and respect."

Port drivers, now misclassified as "independent contractors," work long

hours for low pay. They call their trucks "sweatshops on wheels."

A Friend to Port Drivers

On March 20, the L.A. port commission voted to reduce diesel emissions by requiring the trucking industry to buy clean new trucks—and to treat truck drivers as employees.

Villaraigosa has long stood up for the drivers, despite the formidable opposition of the trucking companies, brokers, steamship lines and big retailers such as Wal-Mart and Target.

"We could write another 'Profiles in Courage' about Antonio Villaraigosa," said Chuck Mack, Teamsters Vice President.

Villaraigosa's courage will continue to be tested. Long Beach Mayor Bob Foster backed down from his commitment to require trucking companies to classify drivers properly on his side of the port. Many legal hurdles must be overcome.

"I've been in these fights before," Villaraigosa said. "I'm not afraid of a good fight, especially when I've got a few Teamsters behind me."

"As we go, so go Oakland, New York and New Jersey, so go Baltimore, so go Miami and Vancouver."

Port drivers grateful for Villaraigosa's support wrote a song thanking him. Hoffa heard their song at a rally in Los Angeles and invited them to play at the Unity Conference.

Gov. Sebelius Inspires

Though Kansas was a red state in the past two presidential elections, Kansans voted Democrat Kathleen Sebelius into the governor's office in 2003. Since then, Sebelius has made it easier for state employees to organize. State workers can now form a union if a majority plus one sign cards. She has also become personally involved to help Teamsters in her state win organizing drives.

In addition, she vetoed a bill that would have allowed companies to fire workers injured on the job. She called it the "Disposable Worker Bill." And Sebelius will not use taxpayer dollars to attract businesses to Kansas unless they refuse to ship jobs overseas.

"What a difference it would make to have a president who believes in the right to organize," Sebelius told union leaders at the Unity Conference. "We need a president who supports the rights of working men and women."

Sebelius is a strong supporter of Sen. Obama for president. Many believe she is on Obama's short list of potential running mates.

A Critical Election

Getting members to vote for Obama this year is a major push, attendees said. Pat Walker, a linehaul driver at USF Holland and Trustee/steward at Local 120 in St. Paul, Minnesota, said he encourages his coworkers to visit the Teamsters web site for information about the election.

"This election is so critical," Walker said. "It will give us force and protections for the middle class. Middle class America will go away otherwise."

Jack Peasley, a DRIVE field representative, said the 2008 election is more important than ever.

"The politicians we elect will decide our future through the laws that we pass or defeat," said Peasley, who was a 35-year Teamster in the warehouse distribution industry. "It's about protecting America, keeping our jobs in America and keeping unsafe trucks out of the country. Everybody should be pushing for Obama."

Get Involved

Cardi, from Local 210, said Obama offers working Americans hope.

"Obama is about inclusiveness, bringing people together," Cardi said. "It's important for Hispanics to stand behind Obama."

Karen Conner, a member of Local 952 in Orange, California since 1976, who is now Western Regional Director for the Teamsters Retiree Affairs, said union retirees can and must take an active role to help change the political landscape.

"I hold town hall meetings at Local 952 to educate members and retirees to tell

them what they can do," Connor said.

"Retirees can play a critical role in helping to bring much-needed change. I urge all our retirees to get involved in this year's elections so that we will all have a brighter future. Contact your local union to see how you can help."

'Excellent Experience'

The Unity Conference, more than anything, is about mobilizing Teamster leaders and giving them a chance to exchange ideas and tactics that have been successful.

"We always learn something new at Unity," said Barbara Liddy, Recording Secretary and political coordinator of Local 396 in Covina, California.

Those attending the Unity Conference for the first time were happy with the presentations, meetings and the opportunity to interact with their union brothers and sisters.

"This was the first time we participated in the conference," said Ed Rosario of the GCC's Local 1. "Being new to the Teamsters, this was a tremendous experience for us to get to know the organization and trade stories with the other brothers and sisters. That was the greatest strength of the Unity Conference. We build on those ties and that is what will make the union even stronger."

"I was impressed," said Roger Travers, an organizer for Joint Council 10 and Local 633 in Manchester, New Hampshire. "This was the first Unity for me. I thought it was great. Getting to meet with people who work on all these campaigns is great because we need to know who and where these resources are."

"It is nice when you can get a room with at least 50 people, like in our School Bus Summit meeting, and go back and forth with ideas. That's how we get stronger."

"This was the first Unity I've been to. It was an excellent experience," said Adrian Huff, Secretary-Treasurer of Local 445 in Newburgh, New York.

For More Information

For more information on the 2008 Unity Conference, including additional photos, visit www.teamster.org/info/Unity2008.



Body of Work

GSSP Workers Improve Working Conditions as Teamsters

Death is how GSSP Enterprises workers maintain their livelihoods. The 14 members of Local 727 in Chicago earn a living by removing bodies from crime scenes, suicides, fires and hospitals, and transporting them to the Cook County medical examiner's office.

"It's a mentally and physically difficult job," said Daniel Romero, who has worked for GSSP for two years. "But I know my job is stable for me and my family because we're Teamsters."

The GSSP workers recently voted unanimously to join Local 727, and under the leadership of John T. Coli, International Vice President, Joint

Council 25 President and Local 727 Secretary-Treasurer, negotiated an impressive contract.

"We have followed through on our promise to make major changes for our members at GSSP," Coli said. "These workers are receiving huge wage increases, as well as top-notch health insurance, pension and other benefits."

The new four-year contract includes wage increases from \$3 to \$6, depending on the number of years worked; Local 727 health insurance that is employer-paid; inclusion in the Local 727 pension plan; and inclusion in the Local 727 Legal and Education Fund, which includes up to \$10,000 for education funds for an employee

or their spouse or child, and 40 hours of paid legal counsel.

Demanding Work

The calls come in around the clock. There is always a Teamster, 24 hours a day, 7 days a week, waiting in a downtown Chicago office for the call. It could be news that a gunshot casualty has been found or that victims of a car crash need to be retrieved. At one point, the Chicago Police Department did the job of removing the deceased, but now GSSP, a private company, transports the fatalities. The call from the police goes to the GSSP headquarters in Dayton, Ohio. From there, Teamsters in Chicago are dispatched to the

scene, where they perform the demanding work.

Jamarquis Jordan graduated from Southern Illinois University with a degree in history. After graduation, Jordan moved to Chicago to be near his girlfriend and needed to find a job. Like many other GSSP employees, Jordan was sent to the company through a staffing agency, and has worked there since August 2006.

"The first murder case I was sent to stuck with me for two weeks. It was a woman who was in a bathtub, her throat slit. I felt like I had been to Iraq," Jordan said.

As nonunion employees, Jordan and his coworkers were making about \$10 an hour and had no benefits, all while working under extremely stressful conditions.

"We didn't have anything before. When we started organizing, we got the inoculations that we needed—like for hepatitis—but weren't getting before the Teamsters came around," Jordan said.

Though they deal with death on a daily basis, the new members have found their lives are much better as Teamsters.

"I make \$6 an hour more and we get vacation days and holidays. We're just treated better now," Jordan said. "I love being a Teamster."



LOCAL 991

New Era Cap Company

New Era Cap workers in Jackson, Alabama voted overwhelmingly, 209-77, to join the Teamsters, citing the need for better wages and working conditions in the plant that makes high quality headwear for professional and college sports teams.

"I was confident we would win this election and extremely pleased with the overwhelming vote in favor of joining the Teamsters," said Jim Gookins, Secretary-Treasurer of Local 991. "This victory shows the determination of these workers to gain representation from a strong union to give them a voice in the workplace."

In February, the Teamsters, New Era Cap and the NAACP jointly announced a tentative three-year labor agreement between New Era Cap and Local 991 for employees in New Era's Mobile, Alabama distribution center.

As part of the agreement, New Era and the Teamsters mutually agreed to neutrality, which permitted the union to begin organizing efforts of New Era employees in its Jackson facility. The Jackson victory will add 326 workers to the bargaining unit at Local 991.

LOCAL 25

Admiral Building Supply

Fifteen drivers and warehouse workers from Admiral Building Supply in Woburn, Massachusetts recently voted unanimously to become members of Local 25 in Boston.

"Now we have job security and a voice in the workplace," said Thomas MacDowell, the unit's newly elected steward.

"We are very happy to welcome these workers into the Local 25 family," said Sean O'Brien, Local 25 President.

"They came to us because they wanted the work they do to receive the recognition and respect it deserves."

LOCAL 391

First Student

School bus drivers and monitors at First Student's Greensboro, North Carolina yard recently voted 87-8 to secure Local 391 as their bargaining representative.

The Greensboro First Student employees joined the Teamsters seeking fair pay, affordable health insurance, improved safety and respect in the workplace.

"I'm feeling good now," said James Moore, a seven-year driver with First Student in Greensboro. "We need more affordable medical insurance and we should be paid for what we do. We have a huge responsibility transporting children. Everybody's happy and united for this, as you can see from the vote count."

"We are happy to welcome these hardworking men and women to the Teamsters," said Jack Cipriani, International Vice President, President of Local 391 and Joint Council 9.

"They were serious about making improvements in their workplace and stuck together as a team to accomplish this overwhelming victory. We look forward to negotiating for the improvements that they need and deserve."

LOCAL 776

UPS Freight

An overwhelming majority of about 60 workers at the UPS Freight (formerly Overnite Transportation) terminal in York, Pennsylvania have signed authorization cards to become Teamsters, bringing the total number of drivers and dockworkers who have signed cards to 11,100 since January 16.

"The UPS Freight workers in York were determined to join the Teamsters and we are proud to welcome them," said Ken Hall, Teamsters Package Division Director. "Their determination will be rewarded with a strong contract."

"I am extremely happy the York workers have taken the first step toward becoming Teamsters and changing their lives for the better," said Dan Virtue, President of Local 776.

In April, more than 89 percent of UPS Freight workers who are already Teamster members ratified a new contract, which improves wages, benefits and working conditions.

A majority of UPS Freight workers in 39 states have submitted cards.

LOCAL 439

Waste Management

On May 16, 16 Waste Management workers at two transfer stations and one recycling center in California voted to join Local 439 in Stockton.

"Despite a month-long anti-worker, anti-union campaign waged by Waste Management, the workers prevailed in their fight for a brighter future," said Rob Nicewonger, business agent/organizer for Local 439. "Local 439 represents the drivers in Sonora and they were instru-

mental in helping with this organizing campaign through member-to-member organizing."

The workers are seeking more respect on the job, an end to favoritism by management, fair wages and benefits, improved safety and more job security. One of the transfer stations and the recycling center are located in Sonora, and one of the transfer stations is located in Pinecrest.

"We continue to make organizing a priority, and the solid waste industry is an area we are focusing on," said Sam Rosas, Local 439 Secretary-Treasurer. "These workers perform a vital job, and it is one of the most dangerous jobs in society."

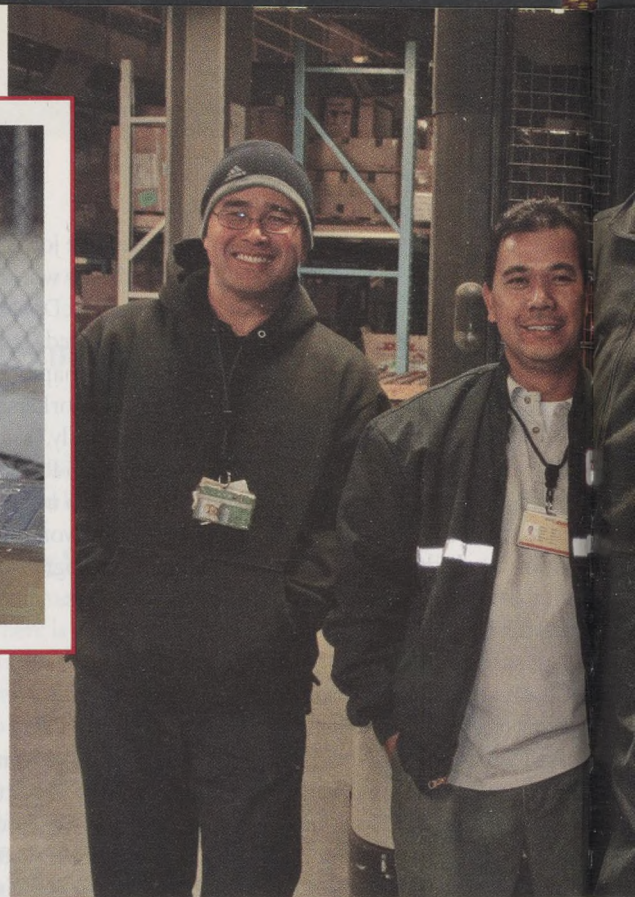
LOCAL 676

Tri-County Building Supplies

Workers at four Tri-County Building Supplies locations throughout New Jersey recently voted to join Local 676 in Collingswood. The 76 drivers, warehouse, counter and yard employees contacted Local 676 seeking fair pay and strong union representation.

"Our local represents workers at a few other building supply yards and the Tri-County workers had talked with our members. They heard about how our members are pleased with their working conditions and representation, so they made the call to us," said Howard Wells, President of Local 676.

The new members perform various job functions for Tri-County, which sells building supplies and materials. The members work at two Tri-County locations in Cape May Courthouse, one location in Mount Holly and one in Pleasantville.



YES *at Express!*

DHL WORKERS OVERWHELMINGLY RATIFY THEIR FIRST NATIONAL CONTRACT

MORE THAN 7,000 TEAMSTERS working at DHL Express ratified their first national agreement recently by a solid 82 percent. The contract boosts wages and benefits, improves working conditions and strengthens job security.

The five-year contract covers drivers, freight handlers, warehouse workers, clerical workers and call center representatives at dozens of DHL Express locations across the United States.

"The vote from DHL Express members is a strong signal of support," said Jim Hoffa, Teamsters General President. "We were determined to obtain the best contract that we could for members, and I believe we have achieved that. I thank our national negotiating committee and our members on a job well done."

"This is a great agreement. We protect-

ed what we already had and we've gained more," said Patti McGuckin, a DHL dock agent and member of Local 299 in Detroit. "We're getting steady wage increases, and our pension and health and welfare plans are protected."

"I can't help but think that this is going to be a good thing for everybody," said Sam Conover, a DHL driver and member of Local 135 in Indianapolis. "I believe this helps the company by giving them some avenues to do some cost-saving. At the same time, our jobs have been protected and this is the strongest wage-and-benefit package I've seen as a Teamster."

Highlights

The contract runs until March 31, 2013. Among the national contract's highlights are:

- Annual wage and benefit increases,

including \$8.35 over the term of the contract for pick up-and-delivery and clerical workers;

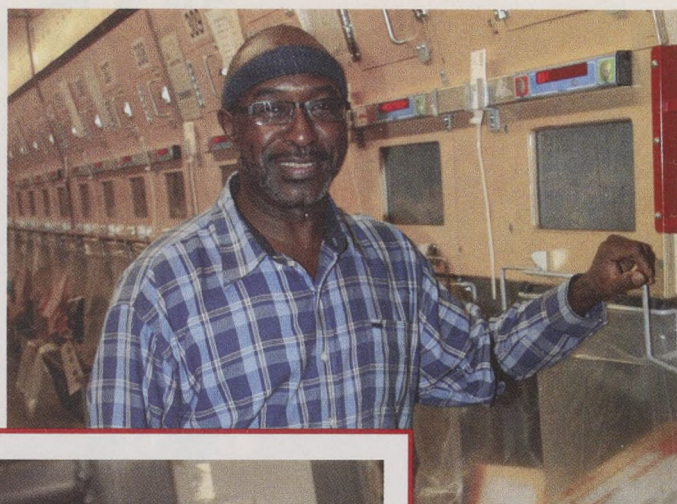
- All health and welfare and pension funds are maintained for current employees; and

- A cost-of-living adjustment, or COLA, applies to all employees and operations covered by the new agreement.

Negotiations took place in a difficult environment: Since purchasing Airborne Express in 2003, DHL has lost billions of dollars in the United States, including \$900 million in 2007.

Under these difficult conditions, the Teamsters negotiating committee secured an agreement that significantly raises workers' wages and provides a path for further organizing at DHL.

In total, 55.4 percent of eligible workers voted on the contract.



"Creating a national contract was a complicated undertaking and our members have shown that it was worthwhile work," said Brad Slawson, co-chair of the Teamsters national negotiating committee. "Not only were we able to negotiate significant economic gains for members, this agreement provides job security by allowing DHL to better compete in this tough industry."

Overwhelming Support

In local union meetings held prior to the vote, DHL Teamsters reviewed the contract and overwhelmingly endorsed the agreement. In early April, about 70 members of Local 769 in North Miami, Florida resoundingly endorsed the new DHL National Master Agreement, their operational supplement and local rider.

"We had unanimous support for it—everyone said that they would vote for it," said Robert Garcia, international service agent at the DHL Gateway at the Miami airport. "The key points we were concerned about, like overtime, health care coverage, pension plan and wages, were covered. We're real happy with the way the contract turned out."

About 30 workers from the gateway attended a meeting that followed a meeting with the approximately 40 pickup-

and-delivery members. Both groups overwhelmingly endorsed the contract. The meetings were among several where hundreds of DHL members from across the country received answers to their questions about the tentative agreement.

"We're strongly in support of the contract," said Jorge Alberto, a dock worker and driver at the DHL Express facility in Miami. "The job security is definitely there, our health and welfare benefits are maintained and the wages are competitive. Plus we have the COLA increases. I'm real happy with the contract."

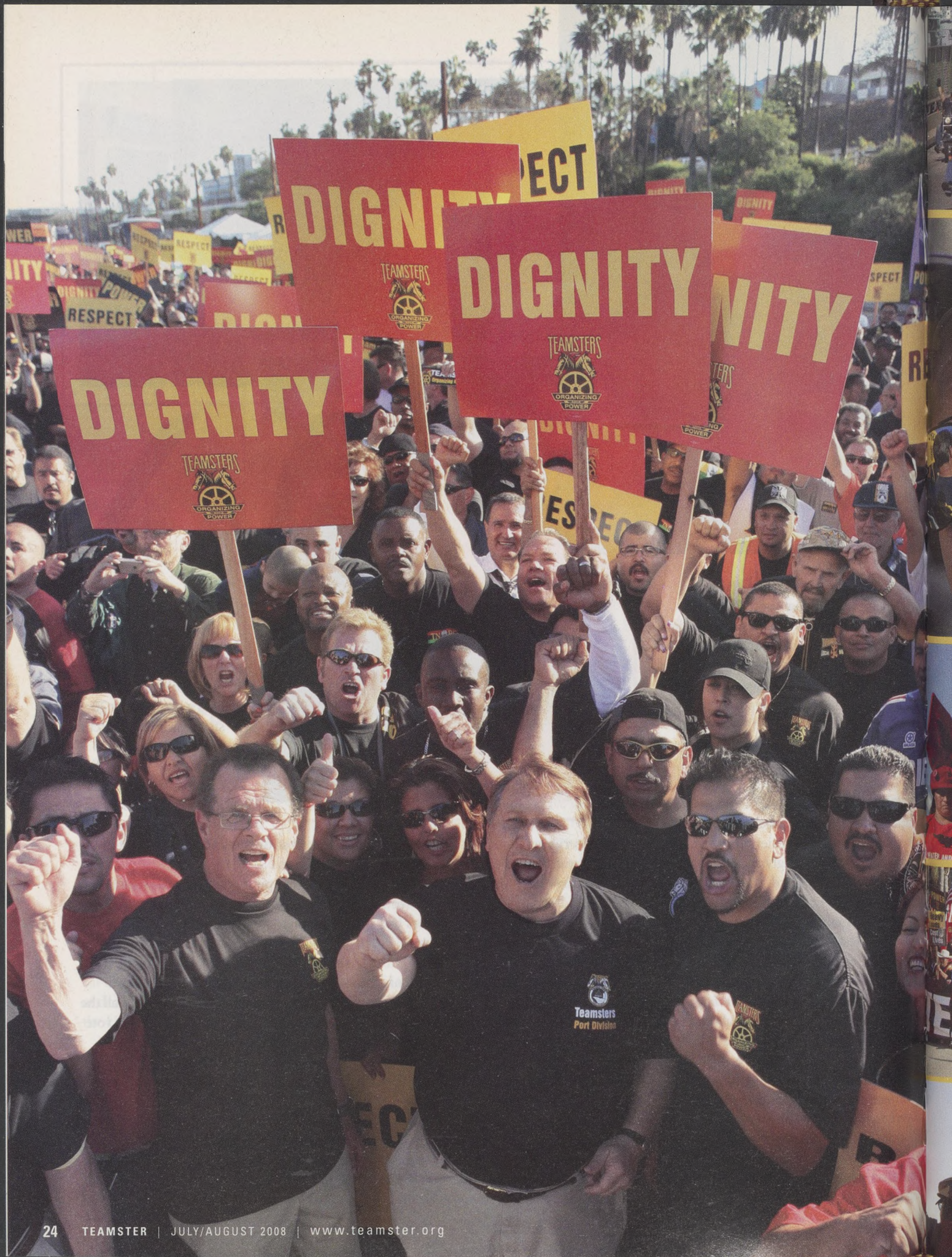
In other meetings, approximately 125 members of Local 174 in Seattle voiced overwhelming support for the tentative agreement, as did 46 members of Local 364

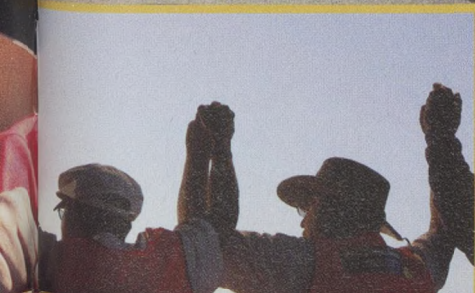
in South Bend, Indiana, as well as some 43 members of Local 851 in Valley Stream, New York, which also held a meeting for 20 stewards in late March. Members of Local 70 in Oakland met, as did members of Local 624 in Santa Rosa, California. Membership at

the locals strongly supported the tentative agreement.

"In my opinion, this is one of the best contracts I've seen in the 28 years I've been a Teamster," said Wally Graham, a driver and Local 174 member. "I'm impressed that we were able to get the monetary part—what we're getting in wages and benefits is pretty unbelievable. I told all the members that I could get a hold of to vote this contract in."

"I think it's a good contract," said John Mastella, a 29-year driver based at DHL's New Castle, Delaware facility, a 15-year shop steward and member of Local 326 in New Castle. "This contract has real strong language and it hits on all points—job protection, wages and benefits. We didn't take a step backward on anything."





MARCH ON THE DOCKS

THOUSANDS RALLY FOR UNION SOLIDARITY

Thousands of Teamsters held a massive rally at the Port of Los Angeles to show their support for the more than 350,000 union members in the area that will be fighting for new bargaining agreements over the course of the next year.

The Teamster rally was planned in concert with the Los Angeles County Federation of Labor's Hollywood to the Docks event, a 28-mile, three-day march that ended with a separate labor rally at the port in San Pedro. More than 3,000 Teamsters participated in the rally and subsequent mile-long march to the Hollywood to the Docks event.

"This crowd shows what this union means to all of us," said Jim Santangelo, Teamsters International Vice President. "Today we stand shoulder to shoulder with every international union on the face of the earth."

Showing Support

Teamsters from as far away as Seattle and Las Vegas traveled to the L.A. area to not only show their support for their California brothers and sisters in the labor movement, but to join in a celebration of the organizing success that the Teamsters Union has enjoyed this year.

"We organized 20,000 people in 90 days, and you know what—you ain't seen nothing yet, we're just getting warmed up," Teamsters General President Jim Hoffa said to the raucous crowd at the Teamster rally.

Labor leaders from across the country spoke at the rally, including UNITE HERE General President Bruce Raynor and Arturo Rodriguez, President of the United Farm Workers.

Huge Convoy

The rally was kicked off by the arrival of a huge convoy of more than 100 Teamsters on motorcycles and hundreds of trailer trucks driven by members and L.A. port drivers. The Teamsters Union has been an active advocate for the port drivers and, in conjunction with Change to Win and as a member of the Coalition for Clean and Safe Ports, played a key role in getting the Clean Trucks Program passed by the Port of Los Angeles.

The Clean Trucks Program includes a provision that requires trucking companies to act as employers and assume full responsibility for low-emission cargo vehicles. This program could lead to the creation of thousands of environmentally friendly green jobs for the port drivers who would, as direct employees, have the legal right join a union.

"This battle is about workers like the port drivers that joined us today," Hoffa said. "We are here for them, to make sure they become direct employees so they have good jobs. Dignity, honor, respect—that is what they deserve and we are going to get it for them. We are the mighty Teamsters Union and we can do anything as long as we are together."



TUNING IN to the Teamsters

**925 SATELLITE INSTALLERS
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FOR JAMES HARSH, the wait to become a Teamster was tough, but worth it.

"It took a long time, but the union is desperately needed," said Harsh, who has worked for JBM Bluegrass in Indianapolis as a satellite installer for three years. "We just want things done fairly where we work."

Local 135 in Indianapolis recently won its election to represent 925 satellite installers who work for JBM Bluegrass and are contracted to DirecTV.

The campaign began in January 2006 when Local 135 petitioned to represent 125 employees. The National Labor Relations Board (NLRB) expanded the unit to include 925 workers and Local 135 quickly secured enough signatures to get on the ballot. The first election was between Teamsters Local 135, the National Production Workers Union Local 707, and no union.

Sweet Victory

Local 135 received the most votes. However, no single choice received a majority of ballots cast, and a re-run election was ordered. The National Production Workers were later dropped from the ballot.

Local 135 lost the re-run election, but filed objections over the employer's conduct. The NLRB agreed with the union's position and ordered a new re-run election. The ballots were counted and Local 135 was in the lead by 33 votes, but there were 156 challenged ballots that could determine the outcome of the election.

A hearing was conducted, and the NLRB's regional director recently adopted the hearing officer's recommendation on the challenged ballots, upholding the initial results of the election and certifying Local 135 as the bargaining agent.

"We followed this process through all the way for these workers. I want to thank my entire staff for helping make this happen through their dedication from the beginning, particularly with quickly securing a showing of interest once the NLRB expanded the unit. Without their work, and the dedication of these workers to improving their lives, this victory would not have been possible," said Brian Buhle, Secretary-Treasurer of Local 135. "These workers deserve justice in the workplace,

and we look forward to providing them with the best representation."

Jeff Combs, an organizer and business agent with Local 135, worked closely with the satellite installers in their efforts to become Teamsters. According to Combs, the new members approached Local 135 seeking a change in representation, and within two weeks an impressive 90 percent had already signed authorization cards.

"They really wanted this and persevered. I'm amazed how they stuck together for two years. My hat's off to them," Combs said.

A Fair Workplace

Every evening, Harsh sits at his computer to check his schedule of work assignments for the next day. A typical day could include more than 100 miles of travel to homes where he installs satellites. Harsh finds himself on roofs and in crawlspaces, doing whatever is needed to get the job done for his customers. Harsh sought out strong union representation to ensure that his needs, and those of his coworkers, are met by the company.

"We're not asking for the world. It's the little things that add up," Harsh said.

Harsh is required to have a cell phone for work, but has to supply his own; otherwise, he says he will be written up. He also has to pay for drill bits and tools; pay for his own uniform; and pay for an Internet connection to receive work assignments online. He also pays more than \$400 a month for health insurance.

"We're spending a lot of money to make a little money," Harsh said.

The Most Powerful Union

Shane Spancake, a five-year installer with the company, has similar concerns.

"We work more than the mailman does. I've had one day off in five years that was weather related. We're working out there six days a week," Spancake said.

A common concern among the new members is pay. The installers are paid per job and are not paid for travel time. This is problematic because the installers work long hours and can spend just as much time on the road as on an installation. Which installers are assigned the best and highest paying jobs is up to the discretion of management.

"They change our pay all the time and make the pay structure too complicated to understand. That was huge when it came to wanting a union to be able to address that," Spancake said.

The new members are now looking forward to negotiations for a Teamster contract that will improve their working conditions.

Building Power

String of Organizing Successes for Local 135

Recently, Local 135 in Indianapolis organized drivers with Towne Air Freight who were seeking a strong voice to fight the company's attempts at changing their status to independent contractors. The workers would do the same work, but not get paid benefits.

As Teamsters, the 43 drivers, who pick up and deliver air freight, will have the backing to fight the company's scheme. But they are not alone in having gained strong representation. This is Local 135's 15th organizing victory in the past 15 months.

"I believe we are setting the bar when it comes to organizing," said Brian Buhle, Secretary-Treasurer of Local 135. "We are committed to growing our union by making organizing the top priority."

In addition to Towne Air Freight drivers and JBM Bluegrass satellite installers, in the past 15 months Local 135 has organized more than 1,400 workers at the following companies:

- > UPS Freight
- > MV Transportation
- > James H. Drew Corporation
- > Abitibi Recycling
- > Rock-Tenn Recycling
- > Linde Gas
- > British Airways Authority
- > Trauth Dairy
- > Nash Finch Grocery Warehouse
- > Terre Haute Parks Department
- > Arrow Uniform
- > Air Road Transportation
- > Indiana Toll Road

WITHIN THREE DAYS in March, Local 24 in Akron, Ohio gained more than 250 new members with dual organizing victories at General Die Casters Inc. and UPS Freight.

"We were working the General Die Caster campaign at the same time we were working on the UPS Freight campaign," said Travis Bornstein, President of Local 24. "We were having meetings back-to-back with each other at times."

The first victory came March 14, when machine shop workers, die casters and tool crib workers at General Die Casters voted to join Local 24. There are 125 members in the bargaining unit.

Several days later, a majority of workers at the UPS Freight terminal in Richfield, Ohio signed authorization cards for mem-

bership, adding an additional 125 members to Local 24.

Determination

Bornstein and Local 24 Secretary-Treasurer Ken Ramser remain amazed at the determination of both groups of workers to join the Teamsters.

"They would turn out for meetings after they dug themselves out of more than a foot of snow," Ramser said. "I applaud these workers."

Both campaigns were extremely tough. In December,

five General Die Casters came to the local and talked to Ramser, who told them they had to get more workers committed to joining the Teamsters.

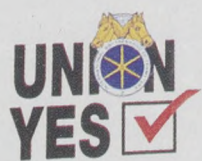
"They came back in January, they knew what they wanted and they were determined to get the job done," Ramser said. "They kept coming back with more and more workers."

Mark Albright, a 16-year process control engineer, and Emil Stewart, a 16-year trim operator, were among the first group of General Die Casters who went to Local 24.

Already sick of low wages and benefits, the company then

Gaining A VOICE

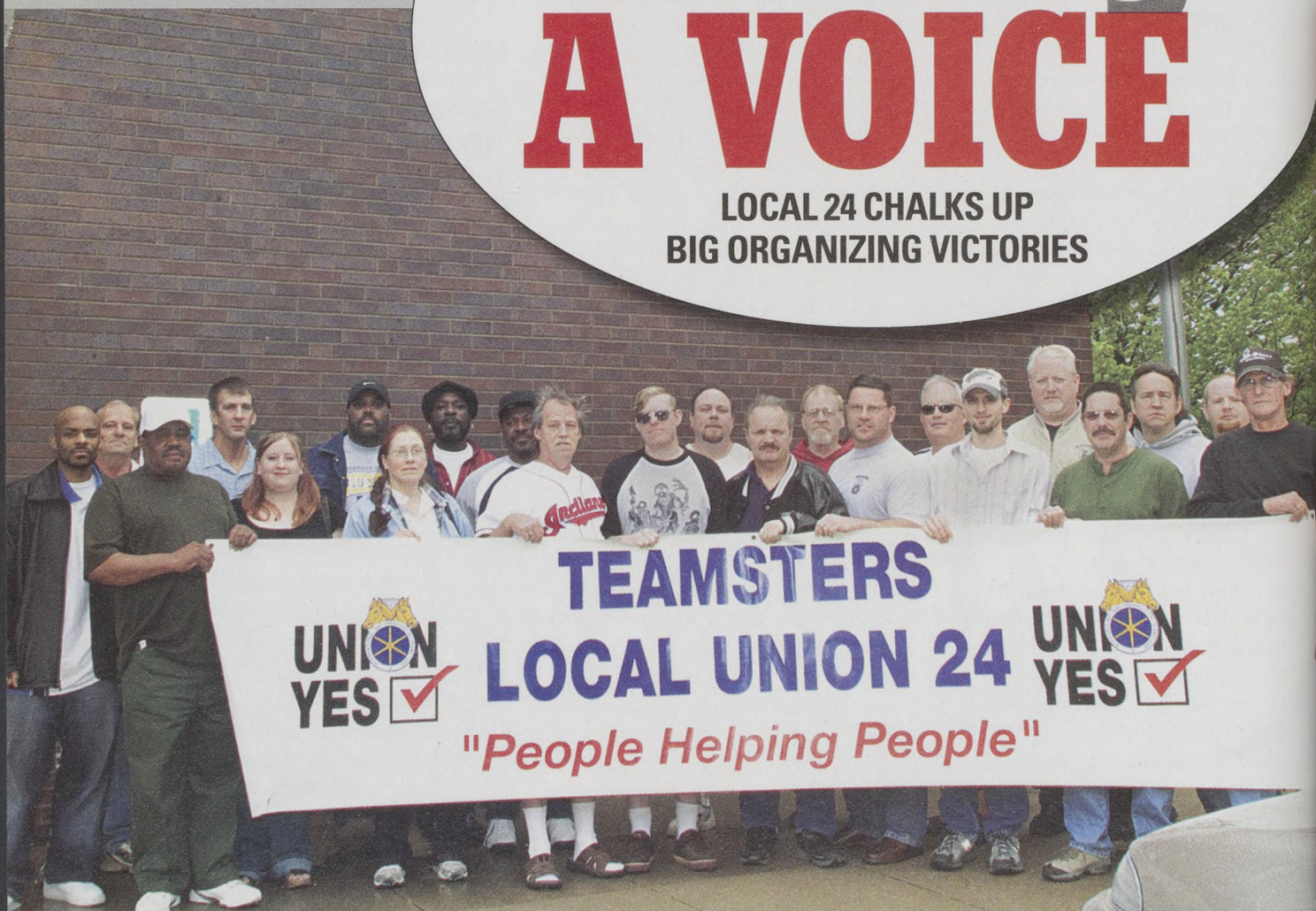
LOCAL 24 CHALKS UP
BIG ORGANIZING VICTORIES



TEAMSTERS
LOCAL UNION 24



"People Helping People"



local tried to enforce 12-hour shifts and rotating shifts no matter the seniority level.

"They were taking raises and the cost-of-living increases away," Albright said. "It just seemed like it was all for them and nothing for us."

Uphill Struggle

The battle was all uphill at times, but the General Die Casters kept at it despite the struggles.

"There were many nights I could hardly sleep because I was so concerned about the campaign," Albright said. "We wanted so bad to have a voice on the job. But we fought tooth and nail and the victory was sweet."

Stewart said the organizing campaign was tough because workers were fearful of losing their jobs.

"But as time went on, more and more people came over to our side because we

needed to do something for ourselves," Stewart said. "Now we've got a voice. We've got somebody behind us."

UPS Freight

Like many Teamster locals with UPS Freight terminals, Local 24 had tried for years to organize the drivers and dockworkers when the company was Overnite Transportation. After UPS bought Overnite and changed its name to UPS Freight, the Teamsters won a card-check agreement from UPS in December 2007. That paved the way for a number of locals, including Local 24, to collect authorization cards.

"These guys worked extremely hard," Bornstein said. "Their commitment to building the union and standing together for change is what makes this exciting."

Keith Van Nostran, a UPS Freight

driver in Akron, said he was thrilled to be a Teamster, having seen the union try to organize workers at Overnite Transportation before UPS bought the company.

"If you take a glance at what's going on with our country, at what corporations are making and what workers are making, the gulf keeps getting bigger and bigger," Van Nostran said. "Jobs are going overseas. With the Teamsters, you get protection and better wages."

Bornstein said like many other Teamster locals, Local 24 had been trying to organize Overnite for more than 20 years. Several other locals in Ohio joined with Local 24 in a joint organizing campaign to get cards signed.

"We created such a buzz with these workers that getting the cards signed was easy," Bornstein said.



TEAMSTER
LOCAL
24

"We created such a buzz with these workers that getting the cards signed was easy."

—TRAVIS BORNSTEIN, PRESIDENT OF LOCAL 24

REPORT 108 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board
Benjamin R. Civiletti
Joseph E. diGenova
William H. Webster

DATED: May 29, 2008

I. INTRODUCTION

This is the Independent Review Board's ("IRB") One Hundred and Eighth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including two new reports and the progress of existing charges about which we have previously informed you.

II. NEW INVESTIGATIVE REPORTS

A. ISAAC NIKO – LOCAL 85, SAN FRANCISCO, CALIFORNIA

On May 19, 2008, the IRB issued an Investigative Report to General President Hoffa concerning Local 85 member Isaac Niko. The report recommended that Mr. Niko be charged with bringing reproach upon the IBT by assaulting a Local 85 member outside Local 85's union hiring hall in San Francisco on February 15, 2008. In addition, the report recommended that he be charged with assaulting another Local 85 member while they were working at the Moscone Convention Center in 2006. On May 22, 2008, Mr. Hoffa notified the IRB that he determined to adopt and file the charges and that a panel would be appointed to hear the proposed charges against Mr. Niko.

B. CHRIS LANSER – LOCAL 813, LONG ISLAND CITY, NEW YORK

On May 19, 2008, the IRB issued an Investigative Report to Members of the Executive Board of Local 813 concerning member Chris Lanser. The report recommended that Mr. Lanser be charged with bringing reproach upon the IBT by willfully and without justification failing to appear for his scheduled in-person sworn examination. On May 23, 2008, President Needham notified the IRB that he determined to adopt and file the charges and that the Executive Board or a panel would conduct a hearing considering the proposed charges against Mr. Lanser.

III. PROGRESS OF EXISTING CHARGES

A. DON HAHS - BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that Don Hahs, an officer of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a Division of the Teamsters Rail Conference, allegedly violated his fiduciary duties to the BLET and its members, embezzled and converted BLET funds and property to his own use and the use of others, and brought reproach upon the IBT while President of the BLET by embezzling over \$58,000 from the BLET.

General President Hoffa filed the charges and a panel was appointed to hear the charges against Mr. Hahs. The IBT held a hearing on February 4-5, 2008. On March 14, 2008, Mr. Hoffa issued his decision removing Mr. Hahs from his current position in the BLET until his current term of office has expired in 2010, suspending him from membership in the BLET and the IBT for a period of one year, and requiring payment of a fine of \$44,963.97.

Mr. Hahs requested of the IRB a stay of disciplinary action pending appeal. His request for a stay was denied. On May 13, 2008, the IRB notified Mr. Hoffa and Mr. Hahs that after review of submissions from them and review of the IBT's decision, the IRB found the IBT decision to be not inadequate. On May 16, 2008, counsel for Mr. Hahs notified the IRB that Mr. Hahs intends to appeal the IRB's not-inadequate decision.

B. STACEY SPALDING – LOCAL 215, EVANSVILLE, INDIANA

In the last issue of the *Teamster* magazine we reported that Stacey Spalding, a member of Local 215, allegedly brought reproach upon the IBT by willfully and without justification failing to appear for her scheduled in-person sworn examination. The charge was filed and a hearing was held on May 19, 2008, at which she was found guilty of the charge and expelled from membership in the IBT. The IRB has the matter under consideration.

C. JAMES D. JACKSON – LOCAL 299, DETROIT, MICHIGAN

We have previously informed you that James D. Jackson, a member of Local 299, allegedly brought reproach upon the IBT and violated his membership oath when from July 26, 2001 to January 19, 2006, while an IBT member, he had knowing and purposeful contact with Michael C. Bane, who had been permanently barred from the IBT on July 17, 2001. General President Hoffa adopted the charge, a panel was appointed to hear the charge against Mr. Jackson, and a hearing was held on April 5, 2007. On May 23, 2007, Mr. Hoffa permanently barred Mr. Jackson from the IBT.

On September 11, 2007, the IRB notified Mr. Hoffa, Mr. Jackson and counsel for Mr. Jackson that it found the IBT decision to be not inadequate. Because Mr. Jackson wished to file an appeal to the district court, the IRB made Application 129 to Judge Preska. The matter is with Judge Preska.

D. PASQUALE J. GUARNIERO – LOCAL 456, ELMSFORD, NEW YORK

In the last issue of the *Teamster* magazine we reported that Pasquale J. Guarniero, a member of Local 456, allegedly brought reproach upon the IBT by willfully and without justification failing to appear for his scheduled in-person sworn examination. The charge was filed and thereafter Mr. Guarniero appeared for his sworn examination. On May 14, 2008, the Local 456 Executive Board expelled Mr. Guarniero from membership in the Union, permanently barred him from participating in the affairs of the Union and from seeking or accepting money or any goods or services from Local 456, the IBT or any other IBT affiliate, and prohibited him from having contributions made on his behalf to any benefit funds by Local 456 or any other IBT-affiliated entities. The IRB has the matter under consideration.

E. FRANCIS J. GILLEN – LOCAL 500, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Francis (Frank) J. Gillen allegedly brought reproach upon the IBT and failed to cooperate with the IRB while International Vice President, Joint Council 53 President, Pennsylvania Conference of Teamsters President and Local 500 President, when during his sworn examination on February 1, 2007, he gave intentionally false testimony concerning his association with permanently barred member Thomas Ryan. In his sworn testimony he lied about his numerous contacts with Ryan after Ryan was barred.

On August 3, 2007, Mr. Gillen was barred by Mr. Hoffa from holding office for five years and from membership in the IBT for three years. The IRB found the decision to be not inadequate. Because Mr. Gillen wished to file an appeal, the IRB made Application 128 to Judge Preska. The matter is with Judge Preska.

F. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly brought reproach upon the IBT, breached his fiduciary duties and interfered with the union's legal obligation to comply with the March 14, 1989 Consent Order when he failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

On December 11, 2007, Mr. Hoffa issued his decision that Mr. Hogan be suspended from office in Local 714 for six months. On January 23, 2008, the IRB notified Mr. Hoffa that it found the December 11, 2007, decision to be inadequate both as to the fact finding and the sanction imposed. After Mr. Hoffa declined to modify his decision, the IRB held a new hearing on April 2, 2008. Post-hearing memorandums as set forth at the hearing have been prepared by the Chief Investigator and Mr. Hogan.

G. LOCAL 714 - BERWYN, ILLINOIS

We have previously informed you that the IRB recommended to General President Hoffa that Local 714 be placed in trusteeship. The report concluded that the Local is being conducted in a manner to jeopardize the interests of the Local, the Local is not being run for the benefit of the members, and at five Local 714 employers the Local failed to perform duties of a bargaining representative. The report further concluded that Local 714 principal officer Robert A. Hogan and President James M. Hogan jeopardized the Local's interests by failing to monitor, investigate and take appropriate action regarding the likelihood of Robert Riley's violation of the Consent Order by continuing his lifelong, close relationship with William T. Hogan, Jr. after hiring Mr. Riley following William T. Hogan, Jr. being barred from the union. By their conduct, Robert and James Hogan put the interests of William T. Hogan, Jr. and family friend Mr. Riley above the interests

of the Local which required that the Local and its employees comply with the Consent Order which prohibited IBT members from knowingly associating with a barred person such as William T. Hogan, Jr.

In addition, by failing to perform the duties of a collective bargaining representative at five companies, there were non-union workers performing bargaining unit work. The Local acquiesced in the employers' use of the non-union workers for whom no dues were paid to the Local and no employer benefit fund contributions were made.

In lieu of establishing a trusteeship, Mr. Hoffa appointed a Personal Representative who is responsible for reviewing all Local Union 714 matters requiring Executive Board approval. Mr. Hoffa also appointed a hearing panel to determine whether a trusteeship should be imposed, and a hearing scheduled for April 21, 2008, was adjourned pending IRB's issuance of its decision on charges against Robert A. Hogan.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 80 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

Marathon Man

UPS Teamster Completes a Marathon in Every State

IN 1978, LEO BUCKVOLD quit drinking. In 1982, he kicked an 11-year smoking habit. In the years since then, he has traded those vices for running and, as a result, has accomplished something very few people have done: He has run a marathon in each of the 50 states.

Buckvold, who lives in Apple Valley, Minnesota and is a member of Local 638 in Minneapolis, has worked at UPS since 1984.

"The bottom line is that these races cost money, and because I am a Teamster who gets a strong wage and good benefits, I was able to complete one in all 50 states," Buckvold said. "With the help

and support of my wife, family, UPS and the Teamsters Union, I was able to make a lofty goal a reality."

Staying Motivated

Buckvold decided to become a runner in the winter of 1982 because his respiratory system was a mess from smoking for 11 years. Buckvold said he stays motivated to work and train if he has an event to look forward to. For the past 11 years, he has been in shape to run a marathon at any time—and that was one of his biggest goals in taking on this challenge.

"Running is the mother of all sports and is very inexpensive and flexible so it's a perfect activity to start down the road to improved fitness," he said.

By anyone's standards, Buckvold's running pastime would be considered extreme. On two separate occasions in 2004, he ran marathons on back-to-back days. After he ran the Las Vegas International Marathon in 2005, he caught a red-eye flight home, where his wife picked him up and took him from the airport to the UPS building for work.

He once ran a race

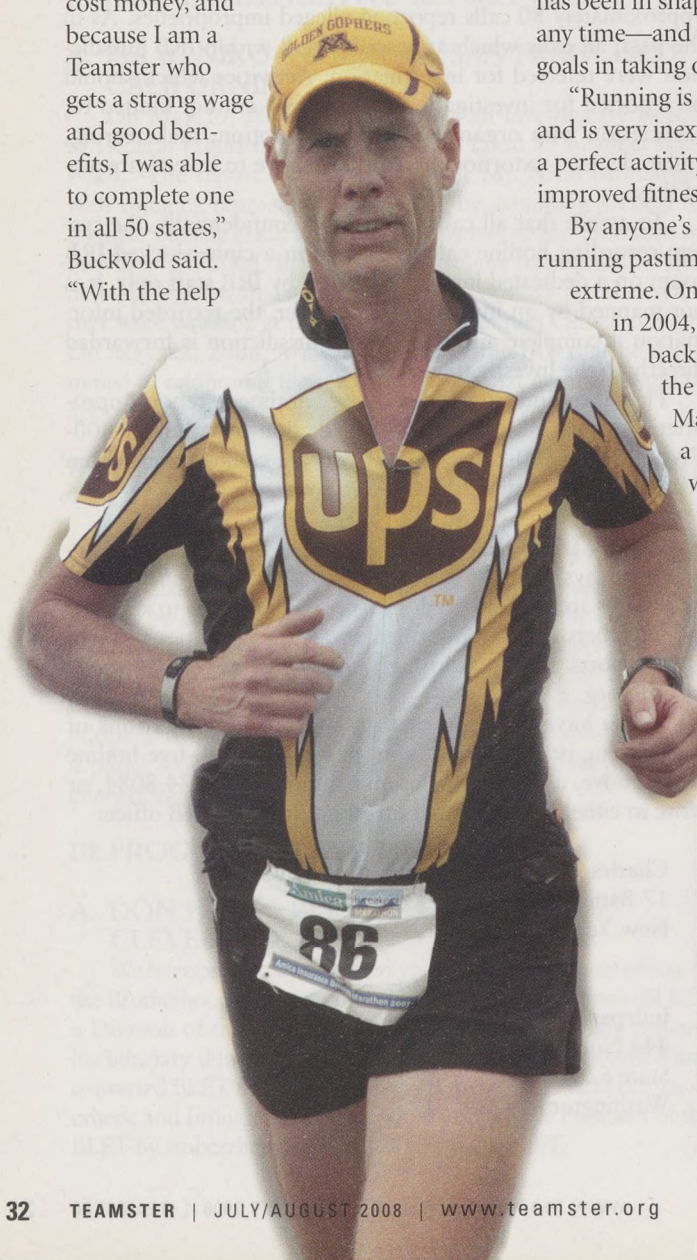


where he completed 104 miles in a 24-hour period.

Teamster Benefits

One reason why so few people have ever run 50 marathons in 50 states is their work is not flexible enough to allow them to do this. But because of the Teamster-negotiated benefits for UPS workers, Buckvold was able to do this. The wages, vacation time and various other benefits are not the only reason being a Teamster has assisted Buckvold in his obsession.

"Twice after races, I felt I needed to see a doctor to treat minor injuries," he said. "As a Teamster, I can race and compete with peace of mind knowing that if I have a problem, I've got a safety net in place."





A Helping Hand

Give to the Teamsters Disaster Relief Fund



Send your tax-deductible donations to:

Disaster Relief Fund
c/o International
Brotherhood of Teamsters
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Take a Stand for Working Families



DRIVE

You can help build Teamster political power by joining the thousands of Teamsters who already contribute to DRIVE.

By joining DRIVE (Democrat, Republican, Independent Voter Education), the Teamsters Union's political action committee, you are supporting grassroots action by Teamster families to fight for legislative action to help working Americans.

DRIVE has given the Teamsters clout in Washington to help pass legislation in the House of Representatives that will make it easier for workers to join a union, and is actively fighting for legislation to protect your pension and health care benefits. Politicians supported by DRIVE contributions voted to keep unsafe Mexican trucks off American highways, blocked changes to hours-of-service rules that would force drivers to work longer hours, and stopped American ports from being sold to foreigners.

Find out more about this exciting program by talking to your local union, or on the web at www.teamster.org/drive

2008 ELECTION SPECIAL EDITION



INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SEPTEMBER/OCTOBER 2008

TEAMSTER

www.teamster.org



**MEMBERS MOBILIZE
TO ELECT OBAMA
IN NOVEMBER**

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TeamstersForObama.com
Password: Obama08

TEAMSTER

www.teamster.org



International Brotherhood of Teamsters
25 Louisiana Avenue, NW,
Washington, DC 20001-2198
202-624-6800

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A MESSAGE FROM THE GENERAL PRESIDENT

Stand Up And Be Counted

Everything Teamsters are doing in this election cycle, from phone banking to house visits to voter education and more, is done with one goal in mind: getting people to the polls on Election Day—Tuesday, November 4, 2008.

Time and again, just a few votes have made the difference in major elections. You can bet there were plenty of people in Florida in 2000 kicking themselves after George W. Bush was declared the winner there, hence winning the presidency. Washington state is another great example. In 2004, Christine Gregoire won the governor's race by a scant 129 votes.

This election is expected to be another close shave, and it is my hope that members of the Teamsters Union will join me in voting for Barack Obama. When the Teamsters Union endorsed Sen. Obama, it was only after a lengthy process where we came to the conclusion that only he could provide working families with very real and very necessary change.

So many issues important to working families and the Teamsters Union hang in the balance during this election. What's at stake? The Employee Free Choice Act. The fate of the Mexican truck program. Worker misclassification legislation. Trade policies. Aircraft maintenance outsourcing. The list goes on and on.

A Fair Shake

The upcoming election is about more than who has the better personality and who can generate better sound bites. It's about the

future of our country and the health of the American labor movement. That future should not be left in the hands of someone like John McCain, who recently said he "doesn't really understand economics" and that "the fundamentals of the economy are strong."

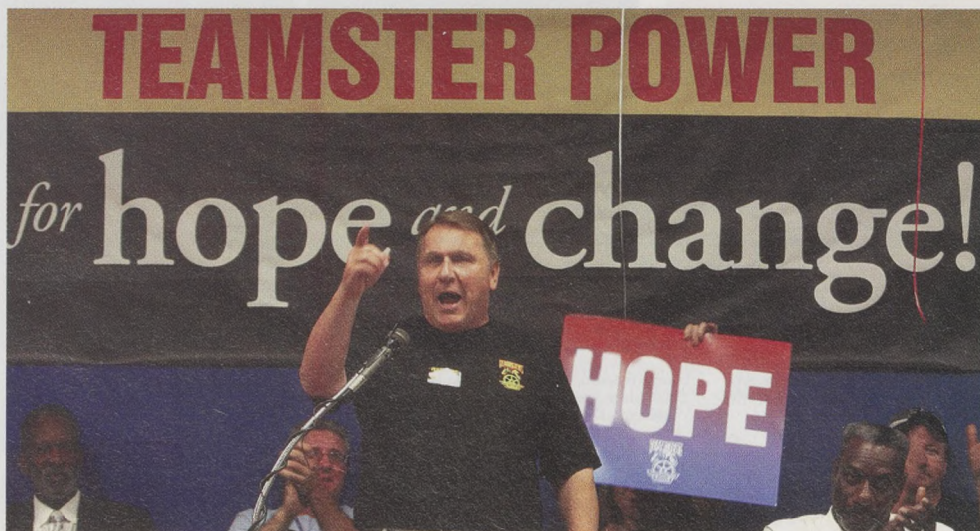
I greatly respect McCain for his service to our country, but as anyone familiar with the issues can tell you, McCain is no friend of working Americans. He prefers to stay on the side of big business. Just look at his voting record.

As the nation's most powerful labor union, it is our duty to support a candidate who will make sure working families get a fair shake; who believes that health care should be accessible to everyone; who will fight poverty; who supports the Employee Free Choice Act; who can get this country moving in the right direction again. Barack Obama is that candidate.

No matter what the polls are saying leading up to Election Day, it is essential that each and every one of us get to the polls and vote. As Election Day approaches, I hope you will evaluate your state and local candidates with the same scrutiny with which we evaluated the candidates for president. We can't afford four more years of anti-worker politicians taking America in the wrong direction.

Remember, you're not voting for your union, you're not voting for Barack Obama, you're voting for your family and your future.

James P. Hoffa





Washington State Showdown

Gov. Gregoire Garner's Teamsters Support

When it comes to issues regarding working families, health care and education, no race may be more closely watched—or closely ran—than that between current Democratic Washington State Gov. Christine Gregoire and Republican opponent Dino Rossi. A strong supporter of labor, Gregoire faces a battle against an opponent who has a history of fighting dirty and fighting for the big-business agenda.

The 2008 election isn't the first time these two candidates have done battle on the political field. Nearly four years ago, Gregoire and Rossi went head-to-head in one of the closest gubernatorial races seen in the state's history—Gregoire won by 129 votes.

This time, supporters of Gregoire are preparing for an even more mammoth fight—one that, if lost, could mean the difference between financial life and death for many of the state's working families.

Strong Record

While Gregoire's track record shows strong support for Washington's workers—during her first term, she created jobs, oversaw the lowest unemployment rate in the state's history and fought to improve health care for children—the same cannot be said

for her opponent who openly supports big business and tax cuts for the wealthy.

"If Rossi wins, we're going to lose as far as education and health care for children," said Al Hobart, International Vice President and President of Joint Council 28. "He's not bashful about being a Bushite."

And another Bushite is the last thing working families of Washington need.

Hobart and John Williams, President of Seattle's Local

117, are rallying their members to get out and vote for Gregoire. The election, Hobart explained, will no doubt be one of the most important in the lives of working people throughout the state.

"She's a governor for the people and her opponent is a politician for business," Hobart said.



For more information on Teamster political activities, visit DRIVE, the union's political action committee, at www.teamster.org/drive.

GENERAL EXECUTIVE BOARD

James P. Hoffa
General President
25 Louisiana Ave. N.W.
Washington, D.C. 20001

C. Thomas Keegel
General Secretary-Treasurer
25 Louisiana Ave. N.W.
Washington, D.C. 20001

VICE PRESIDENTS AT-LARGE

Randy Cammack
845 Oak Park Road
Covina, CA 91724

Fred Gegare
1546 Main Street
Green Bay, WI 54302

Ken Hall
267 Staunton Ave. S.W.
South Charleston, WV 25303

Carroll E. Haynes
50 Calhoun Avenue
New Rochelle, NY 10801

Fredrick P. Potter Jr.
3400 Highway 35
Executive Plaza, Suite 7
Hazelton, NJ 07730

Fred Simpson
20300 Civic Center Dr.
Suite 320
Southfield, MI 48076-4169

George Tedeschi
25 Louisiana Ave. N.W.
Washington, D.C. 20001

TEAMSTERS CANADA

Robert Bouvier
President
Teamsters Canada
2540 Daniel Johnson
Suite 804
Laval, Quebec
Canada H7T 2S3

Tom Fraser
1890 Meyerside Drive
Mississauga, Ontario
Canada L5T 1B4

Don McGill
490 E. Broadway
Vancouver, B.C.
Canada V5T 1X3

CENTRAL REGION

John T. Coli
5940 W. Montrose Ave.
Chicago, IL 60634

Patrick W. Flynn
4217 South Halsted St.
Chicago, IL 60609

Cheryl Johnson
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Walter A. Lytle
2644 Cass Street
Fort Wayne, IN 46808

Gordon Sweeton
1601 Maiden Lane
Joplin, MO 64802

EASTERN REGION

Jack Cipriani
P.O. Box 35405
Greensboro, NC 27425

William Hamilton
2845 Southampton Rd.
Philadelphia, PA 19154

Daniel J. Kane Sr.
1308 Pierce Street
Rahway, NJ 07065

John Murphy
348 D Street
Boston, MA 02127

SOUTHERN REGION

Tyson Johnson
1007 Jonelle Street
Dallas, TX 75217

Ken Wood
5818 E. MLK Jr. Blvd.
Tampa, FL 33619

J. Allen Hobart
14675 Interurban Ave. S.
Suite 301
Tukwila, WA 98168

Chuck Mack
P.O. Box 2270
Oakland, CA 94621

Jim Santangelo
818 S. Oak Park Road
Covina, CA 91724

TRUSTEES

Ferline Buie
2120 Bladensburg
Rd. N.E.
Washington, D.C. 20018

Frank Gallegos
207 North Sanborn Rd.
Salinas, CA 93905

Henry B. Perry Jr.
976 E. Brooks Ave.
Memphis, TN 38116

Hoffa Pledges Support To Obama At Convention

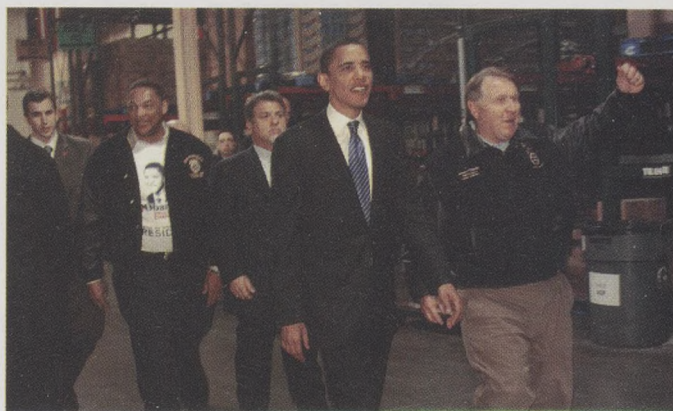
Michigan Democratic Party Unanimously Elects Hoffa Superdelegate

On June 14, 2008, Michigan Democratic Party (MDP) Chair Mark Brewer nominated Teamsters General President Jim Hoffa as one of Michigan's two elected superdelegates. Hoffa was elected unanimously by the MDP and attended the Democratic National Convention in Denver from August 25-28.

"I am honored by my election as a superdelegate for the state of Michigan and will cast my vote for Sen. Obama," Hoffa said. "As I said when

our union endorsed Obama, I believe that he is the candidate in the best position to lead our movement to restore the American dream for working people in this country. He will fight for better wages, real health care reform, stronger retirement security, fair trade and an end to the outsourcing of good jobs."

The Teamsters Union endorsed Sen. Barack Obama for president on February 20, 2008 following a union-wide survey of its members and a



one-on-one meeting between Hoffa and Obama in Austin, Texas.

Superdelegates play a key role in the nomination of the Democratic presidential candidate. Approximately one-fifth of all party delegates are superdelegates. Superdelegates differ from a traditional delegate in that they are free to

support any presidential candidate they choose.

"President Hoffa is a great unionist and a great Democrat. He has spent his entire life fighting for working people, and we are proud he will represent Michigan as a superdelegate at the National Convention," Brewer said.

A Promise Kept

Gov. Beshear Reinstates Pro-Labor Executive Order

In 2001, Kentucky Gov. Paul Patton established the Governor's Employee Advisory Council, which gave state employees the right to join a union. Local 783 in Louisville wasted no time gaining the right to represent a wide range of state employees before the council. But in 2003, then-Gov. Ernie Fletcher abolished the council, meaning state workers no longer had any union representation.

Then in 2006, Steve Beshear, a lawyer who had served Kentucky as its lieutenant governor, attorney general and state representative, declared his candidacy for governor. Beshear, who had been a friend to labor in the past, promised Local 783 that if they helped him get elected, he would reinstate the executive order.

"We worked our tails off to get him elected," said William "Denny" Norris, Secretary-Treasurer for Local 783. "He defeated Fletcher in 2007, and he kept his campaign promise. We hope Gov. Beshear will work to give workers collective bargaining rights."

In June, Beshear reinstated the order, clearing the way for approximately 4,000 state employees to join the Teamsters. The order also reinstated the Teamsters as the state workers' union representative.





Send A Message: Sign A Card

Million-Member Mobilization for the Employee Free Choice Act



No matter how you cut it, it's just not right. America's workers are putting in more hours than ever and still struggling to make ends meet. How do we make things right and get our economy back on track? Rebuilding the middle class is the place to start.

The Employee Free Choice Act can help reclaim the American Dream. With this act, workers will have the freedom to choose a union without interference from their employers.

The Teamsters Union is gathering signatures in support of this bill with the Million-Member Mobilization for the Employee Free Choice Act. On this page, you will find a card for you to detach, fill in and mail. Please support this bill and help the Teamsters Union reach their goal of 1 million signatures—sign the petition today.

*For more information,
or to sign the petition
online, visit [www.freechoiceactpetition.org/
page/s/efca](http://www.freechoiceactpetition.org/page/s/efca)*

Q & A With Sonny Nardi: Teamster Superdelegate

Sonny Nardi, President of Cleveland's Local 416, was a superdelegate at the Democratic National Convention from August 25-28 in Denver. Nardi is no stranger to politics, having been involved at the local, state and national levels for years. He recently spoke to Teamster magazine about his role as a superdelegate.

How were you chosen to be a superdelegate?

The Executive Committee of the Ohio Democratic Party appointed me. The committee consists of about 125 politically active Democrats from around the state. I received that appointment

for all the years of work for the party. From that group I was appointed to the Democratic National Committee.

Why are you supporting Sen. Barack Obama?

Simply put, because he's the only one who can deliver the change our country needs right now. Our country, for the past seven years, has been on the wrong track. Sen. Obama can get us back to where we need to be. I went to an Obama rally in Cleveland and had never seen such enthusiasm and excitement. People are ready for change. Labor has been ignored. Working people have had enough. Now it is time to stand up and say "no more!" It's time for Teamsters who believe in change to get out the vote!

Why should rank-and-file Teamsters get involved in this election?

Rank-and-file Teamsters should get involved because Sen. Obama believes in us. He believes in America and the American dream. He will fight for us by making it easier for unions to organize workers. He will fight for our jobs by not giving tax breaks to those companies taking jobs away from Americans. He knows NAFTA is broken and needs to be fixed. He knows that we should not have unsafe trucks coming in from Mexico. Teamsters will help make history. We will help make that change, and that will be with Barack Obama as president of the United States of America.





Million-Member Mobilization

OUR GOAL: 1 million signatures
urging the new president and Congress
to enact the Employee Free Choice Act.

Place
Stamp
Here

International Brotherhood of Teamsters

25 Louisiana Ave, NW

Washington, DC 20001

To: The New President and Congress

I urge you to enact the Employee Free Choice Act immediately.

This crucial legislation will protect workers' freedom to choose a union and bargain, without management intimidation. Allowing more workers to freely join unions and bargain with their employers will help rebuild the middle class by improving retirement security, expanding health coverage and raising the standard of living for America's working families. My bargaining rights are worth working for and voting for!

Name _____

E-mail _____

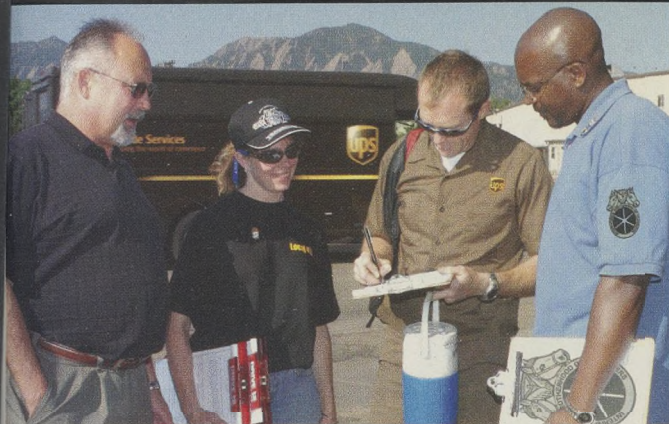
Address _____

City/State/Zip _____

Union/Local _____

Detach this card and hand it in, or add a stamp to the reverse side and drop it in the mail.





The "Wrong" Choice

Teamsters Battle So-Called Right-to-Work in Colorado

A battle has been brewing for quite some time in Colorado. Each time so-called right-to-work bills have been introduced, they've been defeated in the legislature. But this time, the right-to-work issue has been taken to the voters in the form of a ballot initiative.

Amendment 47 would ask that voters amend the state constitution to effectively ban collective bargaining agreements between unions and employers that require dues or, minimally, agency fees from nonmembers for benefits they gain from labor representation.

"This is a monumental battle to destroy unions, destroy density and destroy funding. We're pushing back to protect our members' interests and those of the entire working community," said Steve Vairma, President of Joint Council 3 and Secretary-Treasurer of Local 455 in Denver.

Colorado Teamsters like Jim Clark, a 15-year Teamster, are working to gather signatures and block the initiative from getting on the ballot this fall. Clark has been visiting Teamster job sites to sign up fellow Teamsters in the fight.

"On any level, wages, health care—you name it—every state that has passed right-to-work laws has substandard levels compared to free states," he said.

The Teamsters are a part of a coalition of advocacy groups and labor unions opposed to Amendment 47. The Colorado Council of Teamsters has raised hundreds of thousands of dollars to date in support of protecting worker rights through opposing right-to-work. Teamsters in Colorado are also working to get their own initiatives on the ballot, including criminality for corporate executive fraud and a just cause requirement for employee discharge or suspension.

Julie Bouchier, an 11-year Teamster, member of Local 455 and part-timer at UPS, is concerned about the future. "I have four kids and good wages and benefits to support them. I want them to work in union jobs one day and have the same things that I have. This will not just affect union jobs; it will affect everybody," Bouchier said. "I am doing this to protect our future—all of our futures."

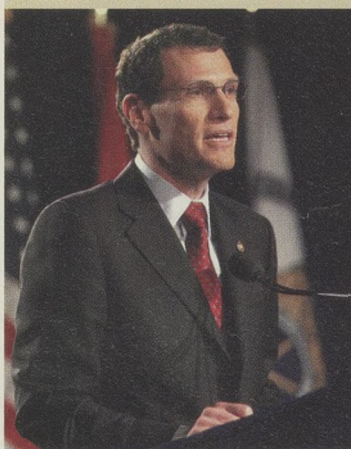
Teamster Seeks Top Post

Local 688's Clint Zweifel Runs for Missouri Treasurer

Clint Zweifel, who is running for Missouri state treasurer, knows first hand what the Teamsters Union has done for working families over the years. Zweifel, who first won election to the Missouri House of Representatives in 2002, was the Research and Education Director for Local 688 in St. Louis

until he took a leave of absence from his Local 688 position earlier this year to focus on his campaign for treasurer. He joined Local 688 in 1997.

"It is critically important for folks to be elected to the top of state tickets who understand the role that unions have played in helping to build the middle



class in this country," said Zweifel, a leader in the Missouri House on state finances where he serves as the ranking member on the Ways and Means Committee and the Special Committee on Tax Reform.

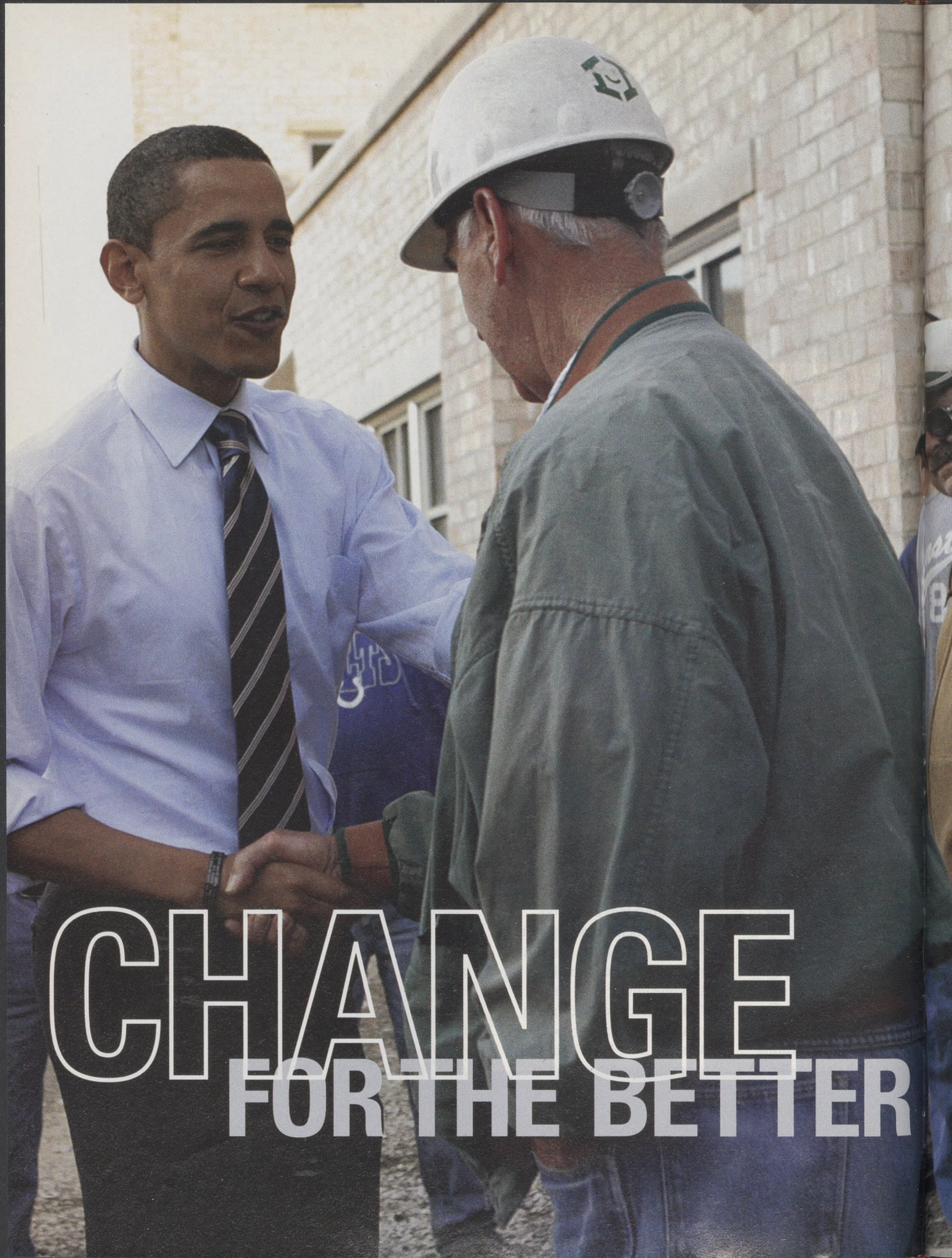
In early August, Zweifel won a clear victory in the primary over four other candidates, garnering more than 31 percent of the votes. The general election is next.

At Local 688, Zweifel instituted and continued a number of innovative programs, including the pre-retirement and shop steward education seminars. He hopes to bring that experience and expertise to the treasurer post.

In the Midwest, Missouri has one of the most expensive higher-education systems, something Zweifel wants to address as treasurer. "It's critically important that the average family has access to higher education," he said.

Zweifel said he will support programs and policies that help the men and women who go to work every day to make their communities better.

For more information, visit
www.protectcoloradosfuture.org



CHANGE
FOR THE BETTER



President Obama Will Help Working Families

A

AMERICA IS AT A CROSSROADS.

This November, voters will decide if working families will share in America's prosperity—or if our economic stability will continue to crumble. In short, we'll decide to give Barack Obama a chance to change the country—or we'll let John McCain serve as the Bush administration's third term.

"Looking at the problems facing our great nation and the presidential candidates who will inherit eight years of disastrous policies, record national debt and neglect of working families, one thing is clear: McCain is not the person who will right the wrongs of the Bush administration," said Jim Hoffa, Teamsters General President.

Belief in America

Obama strongly believes in America and its values. He believes that no other country would allow the son of a white woman from Kansas and a black man from Kenya to become the Democratic nominee for president.

His story is one of hard work and commitment to people. His classmates chose lucrative Wall Street careers when they graduated from Columbia University. He chose instead to work for a coalition of churches trying to help a South Side Chicago neighborhood recover from steel mill closings. His salary: \$12,000 a year.

As a community organizer, Obama shared the experiences familiar to so many Teamsters: knocking on doors at night and on weekends, in the hot Chicago summers and in the cold Chicago winters. Walking picket lines. Persuading people to register to vote. He learned an important lesson from that experience.

"It's the lesson that in America, each of us is free to seek our own dreams, but we must also serve a common purpose, a higher purpose," Obama said in a speech delivered in Colorado Springs, Colorado.

AP/WORLDWIDE

Key Dates in Sen. Barack Obama's Life

1960

1970

1980

1990

8/4/61

Obama is born to Ann Dunham and Barack Obama

1/1/67

Family moves to Indonesia

1/1/71

Moves back to Honolulu (lives with grandparents)

9/1/79

Enrolls at Occidental College

9/1/81

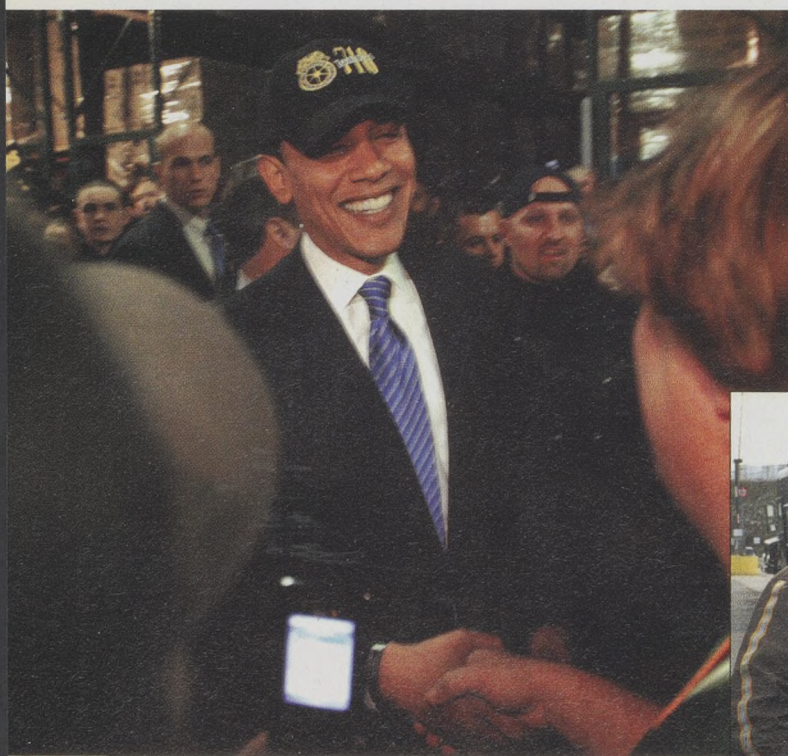
Transfers to Columbia University

1/1/85

Directs nonprofit project in Chicago

9/1/90

Elected first black president Harvard Law Review



"When you choose to serve—whether it's your nation, your community, or simply your neighbor—you are connected to that fundamental American ideal that we want life, liberty and the pursuit of happiness not just for ourselves, but for all Americans. That is why this is a great nation."

Modest Background

Determination and a strong work ethic raised Obama from his modest beginnings. His mother, Ann Dunham, was a bookish, sensitive child whose restless parents moved her from small towns in Kansas to Texas to Oklahoma and finally Hawaii. As an



2000



6/1/91

Graduates from Harvard Law School

10/3/92

Marries Michelle Robinson

11/4/96

Elected to Illinois State Senate

11/4/02

Re-elected to Illinois State Senate

8/10/04

Publishes first book, "Dreams From My Father"

10/17/06

Publishes second book, "The Audacity of Hope"

2/10/07

Announces he will seek 2008 Democratic nomination for President

1/3/08

Wins Iowa caucus

7/1/91

Returns to Chicago

11/2/04

Elected to U.S. Senate

18-year-old student at the University of Hawaii, she fell in love and married a fellow student from Kenya—Barack Obama Sr.

Two years later they were divorced, and Obama's mother remarried an Indonesian student. When Obama was five, the family moved to Jakarta. His mother, concerned about his education, woke him every day at 4 a.m. to drill him in English before he went to school.

When he was 10, Obama's mother sent him to live with his grandparents in their Honolulu apartment. He enrolled in the college preparatory Punahou School with financial aid, then in Occidental College on a scholarship. In 1981 he transferred to Columbia University in New York City.

After three years as a community organizer, he embarked on a brilliant academic career at Harvard Law School. A top Chicago law firm recruited him as a summer associate. There he met his wife, Michelle Robinson, who graduated from Harvard three years earlier.

Michelle grew up in a small house on Chicago's South Side. Her father was a city water plant employee, her mother a secretary at Spiegel's catalog store. She and her brother Craig—now basketball coach for the Oregon State Beavers—both graduated from Princeton.

Obama graduated Harvard with a sparkling resume—high honors and the first African-American elected to edit the prestigious Harvard Law Review. Though he received extremely lucrative job offers from Chicago's top law firms, he chose to work for a small public-interest law office and to lecture at the University of Chicago.

"Barack Obama walks picket lines, John McCain crosses them."

—TOM KEEGEL, GENERAL SECRETARY-TREASURER

The Obamas were married on October 3, 1992 and moved to a railroad flat in Chicago. Together, he and Michelle had about \$120,000 in student loans.

"We didn't finish paying them off until we'd been married for at least eight years, maybe nine," Obama said.

Their near-crippling debt prompted him to make a promise to every student in America if he's elected president.

"Your country will offer you \$4,000 a year of tuition if you offer your country community or national service when you graduate," he said. "If you invest in America, America will invest in you."

The first years of their marriage were tranquil—"full of ordinary pleasures," he wrote. "We were both working hard."

Then their first daughter, Malia, was born in 1998; Natasha, or Sasha, three years later. It was only later, after the girls started school, that he said he began to appreciate what Michelle had been going through. "When children showed up, it was Michelle and not I who was expected to make the necessary adjustments," he wrote. He strongly believes that every American family should have access to quality day care.

His family also shaped his approach to health care. As a baby, Sasha was hospitalized for three days with meningitis.

"I still shudder when I think of those three days; how my world narrowed to a single point, and how I was not interested in anything or anybody outside the four walls of that hospital room—not my work, not my schedule, not my future," he wrote in "The Audacity of Hope."

His health care plan would cover every American. Those who have health insurance will see their premiums drop. The 45 million Americans who don't have health insurance will be covered.

Cautious, but Competitive

Obama's career began to take off on November 4, 1996, when he was elected to the Illinois State Senate. His friend, Republican State Sen. Kirk Dillard, said the freshman lawmaker wasn't welcomed by his new colleagues.

"The fact that he was a law professor—and a constitutional-law professor—and he was a Harvard graduate made many members of the General Assembly roll their eyes," Dillard told the Washington Post.

McCain: A Third Term for the Bush Administration

Workers Can't Afford His Anti-Union Agenda

Arizona Republican John McCain, war hero turned U.S. Senator, is known for his bravery as a prisoner of war for 5-1/2 years after his plane was shot down over North Vietnam.

It is less well known that McCain was born into privilege and married into enormous wealth. His father and grandfather were both four-star admirals. The Washington, D.C. mansion he grew up in is now the swank Republican Club. His second wife, Cindy, inherited a beer distributorship with an estimated worth of \$100 million. Together they own eight homes.

Wealth and privilege shaped McCain's view of public policy. Other than a brief stint doing public relations for his father-in-law, he has never held a job outside of elected office or the military. He believes that the rich should be rewarded, even at the expense of working Americans.

His Senate voting record—almost identical with the Bush administration's policies—should disturb any working American. So should the dozens of lobbyist friends who advise him on his campaign (including FedEx CEO Fred Smith).

McCain voted to eliminate overtime pay for 8 million American workers. He voted to allow companies to cut and eliminate pensions for their long-term employees. He voted to weaken OSHA workplace regulations designed to prevent injuries on the job. He has consistently opposed raising the minimum wage.

"I don't want a president who, like McCain, has said he 'doesn't really understand economics' or has recently said that 'the fundamentals of the economy are strong.' I want a president who recognizes the dire straits working Americans are struggling through and won't whitewash the problems," said Jim Hoffa, Teamsters General President.

Anti-worker Agenda

That McCain is out of touch with the concerns of ordinary people is clear from his anti-union, anti-worker agenda.

- McCain voted against the Employee Free Choice Act [H.R. 800, Vote 227, 6/26/07];

- McCain voted for a National-Right-to-Work Act [S. 1788, Vote 188, 7/10/96];

- McCain voted to allow employers to hire permanent replacements during a strike [S. 55, Vote 189, 7/13/94];

- McCain voted against granting collective bargaining rights for state and local police and firefighters [H.R. 3061, Vote 323, 11/6/01]; and

- McCain voted against granting collective bargaining rights for TSA screeners [S. 4, Vote 64, 3/7/07].

McCain had government health care almost his entire life, but he doesn't want you to have it. His health care plan would leave families at the mercy of big insurance companies. Worse, he would tax your health benefits and motivate employers to eliminate benefits.

He is one of the staunchest advocates of free trade in the U.S. Senate. He voted for every disastrous free-trade agreement since NAFTA. He strongly supports a trade deal with Colombia. He's a leader in the effort to open the border to dangerous trucks from Mexico.

"If I were president, I would negotiate a free trade agreement with almost any country," McCain said in a speech in 1999. Last year he said he knows NAFTA was a good idea.

Concerns about Foreign Policy

That McCain would be the oldest person to ever take the oath of office, plus his notorious temperament, raise serious concerns about his ability to manage foreign policy.

He is prone to gaffes about international affairs. He has repeatedly referred to Czechoslovakia, a country that hasn't existed for 15 years. He has confused Sudan with Somalia.

His mistakes on Iraq are especially worrisome. He has talked about problems on the Iraq-Pakistan border, when Iraq and Pakistan are 1,500 miles apart and don't share a border. He has confused Sunni and Shia factions. He isn't sure how many U.S. troops are in Iraq. He has said we should stay in Iraq for 100 years.

McCain's shoot-from-the-lip style concerns his colleagues in the Senate.

Former Sen. Bob Smith, R-N.H., said, "His temper would place this country at risk in international affairs, and the world perhaps in danger. In my mind, it should disqualify him."

Thad Cochran, R-Miss., said in a phone interview that McCain is erratic and hotheaded. "He loses his temper and he worries me," Cochran said. "The thought of his being president sends a cold chill down my spine."

Obama worked his way into the social life of Springfield, playing golf and pickup basketball after the legislative day ended.

During his eight years in the Illinois Legislature, Obama forged links with Republicans and conservative Democrats to pass important legislation. He is credited with drafting bipartisan laws on ethics and health-care reform. He worked to make the death penalty fairer.

National Security

Obama won the U.S. Senate seat from Illinois in 2004. Even before he won the election, he demonstrated sound instincts and judgment on foreign policy.

"Chaos had come to our doorstep," he said of the September 11, 2001 terrorist attacks in his book "The Audacity of Hope." He supported the Bush administration's mission to drive the Taliban government out of Kabul and to capture or kill al-Qaida operatives.

But he disagreed with the invasion of Iraq. "What I sensed, though, was that the threat Saddam posed was not imminent, the administration's rationales for war were flimsy and ideologically driven, and the war in Afghanistan was far from complete" he wrote.

In the fall of 2002, he gave a speech in Chicago's Federal Plaza in which he warned of the dangers of invading Iraq.

"Even a successful war against Iraq will require a U.S. occupation of undetermined length, at undetermined cost, with undetermined consequences," he said. "I know that an invasion of Iraq without a clear rationale and without strong international support will only fan the flames of the Middle East, and encourage the worst, rather than the best, impulses of the Arab world, and strengthen the recruitment arm of al-Qaida."

That is not to say he opposes all wars. "War might be hell and still the right thing to do," he wrote.

Though he was criticized for advocating diplomacy with terrorist sponsors such as Iran, he was vindicated when the Bush administration announced in July that it would send a top diplomat to negotiate for a halt to Iran's efforts to reprocess uranium.

As a member of the Senate Foreign Relations Committee, Obama traveled to Eastern Europe, the Middle East and Africa. He has brought together a stable of seasoned advisors from the Clinton administration and has sought advice from former Secretary of State Colin Powell. He worked with Republican Sen. Dick Lugar of Indiana to pass a law that helps the U.S. and its allies to find and stop the smuggling of weapons of mass destruction.

He's On Our Side

Obama worked hard to get where he is, and he understands the value of hard work. He emphasizes how important it is for Amer-



Get Involved!

A unified voting bloc of 1.4 million Teamster brothers and sisters can sway this election in the right direction—toward meaningful change. With Teamsters working to get Sen. Barack Obama and other labor-friendly politicians elected, it benefits not only the nation but the labor movement.

To find out how you can get involved in your community, visit Teamsters-ForObama.org and log in using your members-only password, Obama08.

ica to reward work, not just wealth.

He proposes a tax cut for the middle class, offset by a tax increase on the rich. "Once your drapes cost more than the average American's yearly salary, then you can afford to pay a bit more in taxes," he wrote in "The Audacity of Hope."

He sponsored the Patriot Employer Act, which would give tax breaks to companies that stay in America and treat their workers well.

He has promised to review NAFTA and to renegotiate it if necessary.

Barack Obama stands squarely on the side of working men and women. As General Secretary-Treasurer Tom Keegel told the Teamsters at this year's Unity Conference, "Barack Obama walks picket lines, John McCain crosses them."

Voter Registration Deadlines

Teamsters nationwide are getting involved in elections at the community, state and national levels. Each state has different registration rules and guidelines. Here's a list of registration deadlines for each state for those still not registered to vote. For specific questions about this and other issues on voting in your state, visit the web site listed for your state.



Alabama

Registration Deadline:

October 24

For more information:

[www.sos.state.al.us/
Elections/Default.aspx](http://www.sos.state.al.us/Elections/Default.aspx)

Alaska

Registration Deadline:

October 5

For more information:

www.elections.alaska.gov

Arizona

Registration Deadline:

October 5

For more information:

www.azsos.gov/election

Arkansas

Registration Deadline:

October 6

For more information:

[www.sosweb.state.ar.us/
elections.html](http://www.sosweb.state.ar.us/elections.html)

California

Registration Deadline:

October 20

For more information:

[www.sos.ca.gov/elections/
elections.htm](http://www.sos.ca.gov/elections/elections.htm)

Colorado

Registration Deadline:

October 6

For more information:

www.elections.colorado.gov

Connecticut

Registration Deadline:

October 28

For more information:

www.ct.gov/sots

Delaware

Registration Deadline:

October 11

For more information:

elections.delaware.gov

District of Columbia

Registration Deadline:

October 5

For more information:

www.dcboee.org

Florida

Registration Deadline:

October 6

For more information:

[election.dos.state.fl.us/index.
shtml](http://election.dos.state.fl.us/index.shtml)

Georgia

Registration Deadline:

October 6

For more information: [sos.
georgia.gov/elections/default.
htm](http://sos.georgia.gov/elections/default.htm)

Hawaii

Registration Deadline:

October 6

For more information:

hawaii.gov/elections

Idaho

Registration Deadline:

**Registration available on
Election Day**

For more information:

www.idahovotes.gov

Illinois

Registration Deadline:

October 8

For more information:

www.elections.state.il.us

Indiana

Registration Deadline:

October 6

For more information:

www.in.gov/sos/elections

Iowa

Registration Deadline:

**Registration available on
Election Day**

For more information:

www.sos.state.ia.us

Kansas

Registration Deadline:
October 26
For more information:
www.kssos.org/elections/elections.html

Kentucky

Registration Deadline:
October 6
For more information:
sos.ky.gov/elections/

Louisiana

Registration Deadline:
October 5
For more information: www.sos.louisiana.gov/elections/elections-index.htm

Maine

Registration Deadline:
Registration available on Election Day
For more information:
www.maine.gov/sos/cec/elec

Maryland

Registration Deadline:
October 14
For more information:
www.elections.state.md.us/

Massachusetts

Registration Deadline:
October 15
For more information: www.sec.state.ma.us/ele/eleidx.htm

Michigan

Registration Deadline:
October 6
For more information:
www.michigan.gov/sos

Minnesota

Registration Deadline:
Registration available on Election Day
For more information: www.sos.state.mn.us/home/index.asp?page=134

Mississippi

Registration Deadline:
October 6
For more information: www.sos.state.ms.us/elections/voterinfoguide.asp

Missouri

Registration Deadline:
October 8
For more information:
www.sos.mo.gov/elections/

Montana

Registration Deadline:
October 6
For more information:
sos.mt.gov/ELB/Voter_Information.asp

Nebraska

Registration Deadline:
October 17
For more information:
www.sos.state.ne.us/elec/

Nevada

Registration Deadline:
October 14
For more information:
sos.state.nv.us/elections/

New Hampshire

Registration Deadline:
Registration available on Election Day
For more information: www.sos.nh.gov/electionsnew.htm

New Jersey

Registration Deadline:
October 14
For more information:
www.state.nj.us/lps/elections/electionshome.html

New Mexico

Registration Deadline:
October 7
For more information:
www.sos.state.nm.us

New York

Registration Deadline:
October 10
For more information:
www.elections.state.ny.us

North Carolina

Registration Deadline:
October 10
For more information:
www.sboe.state.nc.us/

North Dakota

Registration Deadline: North
Dakota does not have voter registration
For more information: www.nd.gov/sos/

Ohio

Registration Deadline:
October 6
For more information:
www.sos.state.oh.us/SOS/elections.aspx

Oklahoma

Registration Deadline:
October 10
For more information: www.oklaosf.state.ok.us/~elections/

Oregon

Registration Deadline:
October 14
For more information:
www.sos.state.or.us/elections/

Pennsylvania

Registration Deadline:
October 6
For more information:
www.dos.state.pa.us/bcel/site/default.asp

Rhode Island

Registration Deadline:
October 6
For more information:
www.sec.state.ri.us/elections

South Carolina

Registration Deadline:
October 4
For more information:
www.scvotes.org

South Dakota

Registration Deadline:
October 20
For more information: www.sdsos.gov/elections/voteregistration/registrationvoting.shtml

Tennessee

Registration Deadline:
October 6
For more information: www.state.tn.us/sos/election/index.htm

Texas

Registration Deadline:
October 6
For more information:
www.sos.state.tx.us/elections/index.shtml

Utah

Registration Deadline:
October 6
For more information:
elections.utah.gov/

Vermont

Registration Deadline:
October 29
For more information:
vermont-elections.org/soshome.htm

Virginia

Registration Deadline:
October 7
For more information:
www.sbe.virginia.gov/cms/

Washington

Registration Deadline:
October 4
For more information: www.secstate.wa.gov/elections/

West Virginia

Registration Deadline:
October 14
For more information:
www.wvsos.org/elections/main.htm

Wisconsin

Registration Deadline:
Registration available on Election Day
For more information:
elections.state.wi.us

Wyoming

Registration Deadline:
Registration available on Election Day
For more information: sos.wy.state.wy.us/election/election.htm

Battleground States

TEAMSTERS PITCH IN ON SENATE RACES NATIONWIDE

The delicate balance in the U.S. Senate between those who favor working families and those who favor big business will almost certainly tip one way or the other in this election cycle. With so many big issues pertaining to labor that will be settled in the next couple of years, it's no surprise that members of the Teamsters are helping out in elections at every level all over the country. Luckily, many states have friends of labor running for Senate this year. Five of them are profiled here.



ROCKY MOUNTAIN RACE

Colorado Teamsters Support Mark Udall

Colorado is changing. Once staunchly conservative, the state is now divided—Republicans, Democrats and Independents each make up a third of its voters. However, in recent years the tide has begun to shift in favor of pro-labor Democratic leaders who are bringing the concerns of the labor movement to the forefront of the political agenda. This includes Mark Udall.

Since 1998, Udall has represented Colorado's Second Congressional District in the U.S. House of Representatives and is currently running for United States Senate. He is doing so with the support of Teamsters like Foster Hines, a 30-year Teamster who works at a Safeway warehouse and is a member of Local 455 in Denver.

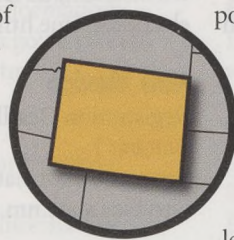
"Udall has proven time and again that he will support the union and working people. He has shown his support and it has been tremendous," Hines said. "He has been to union functions, rallies and has spoken for union members. He has committed himself."

"We have a good relationship with Udall and the Teamsters have always supported him locally and nationally," said Ted Textor, political director for Local 455.

Teamsters across the state are excited about Udall, who is running against Republican Bob Schaffer for a seat currently held by Wayne Allard, a Republican who did not seek reelection. They have good reason to be optimistic. Udall supports the rights of workers to form unions, favors a fair trade policy and has opposed CAFTA (Central American Free Trade Agreement). He cosponsored and supported tax provisions that discourage corporations from moving overseas for unfair tax advantages. He has authored legislation to encourage investment in manufacturing at home. And he cosponsored the Employee Free Choice Act in the House of Representatives.

"It would be wonderful to have him representing us, as that would definitely strengthen our position," said Bob Newhouse, a 33-year Teamster UPS driver and member of Local 455. "Udall has a great background, his family has been in politics for a long time and he has experience. I think he'll be good for us."

To learn more about Mark Udall, visit www.markudall.com.



A FRIEND OF LABOR

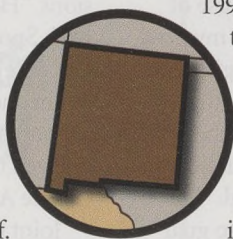
New Mexico Teamsters Back Tom Udall

Walter Maestas has known Tom Udall since 1996, when Udall served as New Mexico's attorney general and Maestas handled political activities for Local 492 as a business agent.

"He's always been a friend of labor and that has never changed," said Maestas, now Secretary-Treasurer of Local 492 in Albuquerque. "He has always listened to our concerns, met with us and supported us."

Teamsters in New Mexico are supporting Udall, currently a Democratic congressman, in his U.S. Senate race against Republican Rep. Steve Pearce. Maestas said the choice was an easy one for Teamsters.

"Udall's record speaks for itself. We have a good opportunity to elect someone who is truly on labor's side," Maestas said.



Udall was first elected to Congress in 1998 and has voted against free trade policies that threaten the jobs of U.S. workers and have no policies in place regarding human rights. He has voted in favor of restricting employer interference in union organizing. He supports the Employee Free Choice Act, and the Patriot Employer Act, which would provide a tax credit to companies that maintain or

increase the number of workers it has in the United States. Maestas said key labor issues in New Mexico right now concern changing the state's status to a right-to-work state, which the Teamsters and Local 492 adamantly oppose.

"We're also a border state, so our fight against the North American Free Trade Agreement and unsafe trucks from Mexico continue," he added.

To learn more about Tom Udall, visit www.tomudall.com.

A CLEAR CHOICE FOR NEW HAMPSHIRE

Shaheen has Always Been There for Teamsters

Jeanne Shaheen, the Democratic candidate for U.S. Senate in New Hampshire, attended numerous monthly meetings at Local 633 while she served as governor and has always been a supporter of working families.

"Shaheen has been a good friend of working people in New Hampshire," said Dave Laughton, Secretary-Treasurer of Local 633 in Manchester, New Hampshire.

Shaheen is facing incumbent John Sununu in the election. She served as governor from 1997 until 2003, and was the first woman elected governor of New Hampshire in 1996. She is vying to become the first woman elected U.S. Senator in New Hampshire.

"Jeanne Shaheen, as governor, stood with us in defeating the right-to-work legislation that was proposed, and she supports the Employee Free Choice Act," Laughton said. "When she was governor, she attended many of our monthly meetings at Local 633 and she was always willing and available to listen to our concerns. Her door, when she was governor, was always open for us."

James Petrillo, an 18-year Teamster and Local 633 member who is a driver for the George Weston Bakeries in Hookset, New Hampshire, said he remembers seeing Shaheen come to meetings at the local union, where she took the time to listen to members' concerns.

"She's all about working-class families," said Petrillo. "She's always been there for us."

In addition to supporting the Employee Free Choice Act, Shaheen supports expanding access to health care. As governor, she launched New Hampshire's Children's Health Insurance Program, which has provided affordable health insurance to tens of thousands of the state's children. As governor, she was committed to helping make sure the state's workers had the good jobs they needed to care for their families. When she was governor, Shaheen met with Teamster members and their families at the capitol in Concord.

"She's a warm, personable person to talk to and she knows the issues," Petrillo said. "She was a phenomenal governor and she'll be a phenomenal senator."

To learn more about Jeanne Shaheen, visit www.jeannshaheen.org.



JEFF MERKLEY: CANDIDATE FOR CHANGE IN OREGON

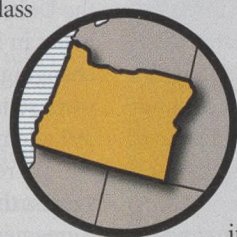
State Democratic Leader Supports Working Families

Oregon Teamsters have the opportunity to elect a strong Democrat to the U.S. Senate this year with a vote for Jeff Merkley. Merkley currently serves the people of the state as the speaker of the Oregon House of Representatives, a position he has held since 2006. Born into a working-class family, Merkley has worked over the years to build a strong record of supporting hardworking men and women throughout the state and as an advocate for working family values.

"Jeff Merkley is the best candidate to represent Oregon's working families," said Tony Andrews, President of Joint Council 37 in Portland. "He knows unfair trade agreements like NAFTA have cost our state close to 70,000 jobs. And he

has pledged to work to keep American companies in the U.S. and reward corporations that create new jobs for working Oregonians."

Originally elected to the Oregon House in 1998, he was elected Democratic leader in 2003 and speaker of the House in 2006. Merkley has led other Oregon legislators to fight to make health care more affordable and to create thousands of good jobs in Oregon.



"As speaker of the House of Representatives it was my privilege to finally pass legislation for working families that had been stalled for the last 16 years under Republican control," Merkley said. "For instance, we were able to guarantee majority signup for public employees who want to form a union. And we strengthened Oregon's family leave laws and created more prevailing wage jobs in Oregon."



Merkley has met with Teamsters throughout the state on numerous occasions. "He's a down-to-earth guy," said Dick Spohn, a member of Portland's Local 223. "He's a strong believer in unions and he shepherded through a card-check law for public employee unions and he has pledged to sign onto the Employee Free Choice Act as soon as he is sworn in."

Joint Council 37, working with other unions in the state, undertook a massive voter registration drive this year. And the results are in—there are 70,000 new Democrats registered to vote in Oregon this year.



ALLEN IS THE MAN FOR MAINE'S TEAMSTERS

Six-Term Congressman Fights for Working Families

For union members in Maine, the ongoing Senate race pits two candidates that are so diametrically opposed to one another that the choice couldn't be more clear.

Rep. Tom Allen (D-1st District) has been a dedicated public servant for Maine

for six terms in the House of Representatives, fighting for the issues that are important to Maine's working families. However, his opponent, Republican incumbent Susan Collins, has been nothing more than a Bush administration yes-woman.

Collins has voted against the minimum wage, for presidential "fast-track" authority on trade agreements, against granting collective bargaining rights for Homeland Security employees and against the Employee Free Choice Act. In contrast, Allen has been a true champion for working families, with a lifetime voting record rating of 96 percent by the AFL-CIO on workers' issues.

"Tom Allen has consistently proven to be a friend to labor and working families since he was elected in 1996," said Jim Carson, President of Local 340 in South Portland, Maine. "We have mobilized our



membership across the state to help get Allen elected."

In addition to members spreading the word to their brothers and sisters through house visits, Teamsters have been distributing literature on Allen that outlines why he is the right choice for senator. The union plans to increase its activities as the election approaches with phone banks and more boots on the ground to help educate the membership.

"I am greatly humbled by the confidence Maine's Teamsters have shown in me over the years and especially in this race for the U.S. Senate," Allen said. "In the Senate, my efforts will remain focused on strengthening our working people here at home with middle-class tax cuts, affordable college tuition, affordable housing, universal health care, and economic policies that protect workers instead of giving tax breaks to big corporations that send jobs overseas."

Union Builds on Financial Strength

The International Brotherhood of Teamsters is realizing the strength attained through the financial growth resulting from the actions taken at the 2002 Special Convention. Recent successes in organizing new members and in negotiating strong contracts for our hardworking members have been made possible by building upon the union's financial strength.

The International Brotherhood of Teamsters' audited 2007 financial statements report total assets of \$227.2 million and net assets of \$135.1 million.

Our Strike and Defense Fund continues to grow and has proven to be a consternation to many Teamsters employers who now cannot steamroll us in negotiations. Through the growth of the Strike and Defense Fund, our collective bargaining strength cannot be ignored by any employer.

The fund's balance stood at \$80.2 million at the end of 2007. Having a strong Strike and Defense Fund benefits everyone in the union, not just those who utilize it.

One of the goals this administration aspires to has always been to increase the power of the Teamsters Union through organizing. With more members, we have more power; this applies at the

bargaining table and in the corridors of power in Washington, D.C.

Organizing victories at UPS Freight (formerly Overnite), United Airlines and school bus workers, among countless others, were only made possible by our strong financial position.

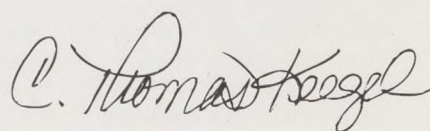
Foresight Pays Off

It's amazing to think back to when Jim Hoffa became the union's General President in 1999 and our finances were in shambles. When we took office, the union had net assets of only \$8.6 million.

Again, none of our current financial strengths would have been possible without the strong leadership and incredible foresight of the Hoffa admin-

istration. The dues and per capita tax reform adopted at the 2002 Special Convention paved the way for many of the successes we are seeing today.

That foresight, and the continued stewardship of this union's finances, ensures the future of our union and, most importantly, your union contracts. The resolve to increase the number of Teamsters has shown that the Teamsters Union is still the world's most powerful union.



C. Thomas Keegel
General Secretary-Treasurer

Novak | Francella
LLC CERTIFIED PUBLIC ACCOUNTANTS

REPORT OF INDEPENDENT AUDITORS

Members of the General Executive Board
International Brotherhood of Teamsters

We have audited the accompanying consolidated statement of financial position of the International Brotherhood of Teamsters (the International Union) as of December 31, 2007, and the related consolidated statements of activities and cash flows for the year then ended. These consolidated financial statements are the responsibility of the International Union's management. Our responsibility is to express an opinion on these consolidated financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the consolidated financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the International Union's management, as well as evaluating the overall consolidated financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the International Union as of December 31, 2007 and the changes in its net assets and its cash flows for the year then ended, in conformity with accounting principles generally accepted in the United States of America.

Novak | Francella LLC

July 1, 2008

PHILADELPHIA | Two Bala Plaza, Suite 501 | Bala Cynwyd, PA 19004 | 610.668.9400 | 610.668.9405 Fax
NEW YORK | 450 Seventh Avenue, 35th Floor | New York, New York 10123 | 212.279.4262 | 212.279.4263 Fax

INTERNATIONAL BROTHERHOOD OF TEAMSTERS FINANCIAL REPORT 2007

International Brotherhood of Teamsters Consolidated Statement of Financial Position

DECEMBER 31, 2007

	GENERAL FUND	STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	TEAMSTER DISASTER RELIEF FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
ASSETS						
Cash and cash equivalents	\$10,428,943	\$8,654,184	\$454,100	\$370,679	\$4,391,658	\$24,299,564
Cash and securities collateral held for securities on loan	5,533,878	11,914,510	—	—	—	17,448,388
Receivables, net						
Trade	13,960,647	—	—	—	1,768,053	15,728,700
Grants	807,543	—	—	—	—	807,543
Accrued investment income	302,304	293,469	31,749	—	23,154	650,676
Securities sold pending settlement	—	1,310	—	—	—	1,310
Due from/(to) related entities	(5,074,629)	5,357,870	—	—	(126,000)	157,241
Inventories	517,223	—	5,391	—	—	522,614
Prepaid expenses	772,115	—	28,625	—	—	800,740
Investments						
First trust notes — affiliates	1,945,487	—	—	—	—	1,945,487
Other	45,297,510	53,947,175	6,872,003	—	5,747,659	111,864,347
Security deposits and other	580,568	—	27,084	—	7,500	615,152
Property and equipment, net	41,968,294	—	—	—	—	41,968,294
Prepaid pension cost	10,363,216	—	—	—	—	10,363,216
Total assets	\$127,403,099	\$80,168,518	\$7,418,952	\$370,679	\$11,812,024	\$227,173,272
LIABILITIES AND NET ASSETS						
LIABILITIES						
Accounts payable and accrued expenses						
Trade	\$22,920,897	\$57,620	\$328,278	\$—	\$152,943	\$23,459,738
Securities purchases pending settlement	—	42,252	—	—	—	42,252
Liability to return collateral for securities on loan	5,533,878	11,914,510	—	—	—	17,448,388
Loans payable	20,000,000	—	—	—	—	20,000,000
Unexpended scholarship awards	—	—	235,000	—	—	235,000
Accrued pension cost	30,424,329	—	—	—	—	30,424,329
Accrued postretirement benefits cost	475,391	—	—	—	—	475,391
Total liabilities	79,354,495	12,014,382	563,278	—	152,943	92,085,098
NET ASSETS						
Unrestricted	47,692,510	68,154,136	6,855,674	370,679	11,659,081	134,732,080
Temporarily restricted	356,094	—	—	—	—	356,094
Total net assets	48,048,604	68,154,136	6,855,674	370,679	11,659,081	135,088,174
Total liabilities and net assets	\$127,403,099	\$80,168,518	\$7,418,952	\$370,679	\$11,812,024	\$227,173,272

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS FINANCIAL REPORT 2007

International Brotherhood of Teamsters Consolidated Statement of Financial Position

YEAR ENDED DECEMBER 31, 2007

	GENERAL FUND		STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	TEAMSTER DISASTER RELIEF FUND	SUPPLEMENTAL BENEFITS TRUST	ELIMINATIONS	TOTAL
	UNRESTRICTED	TEMPORARILY RESTRICTED	UNRESTRICTED	UNRESTRICTED	UNRESTRICTED	UNRESTRICTED		
REVENUE AND OTHER SUPPORT								
Per capita and initiation fees	\$140,158,371	\$—	\$19,821,724	\$—	\$—	\$—	\$—	\$159,980,095
Grants and contributions	3,122,300	—	—	589,614	115,833	—	(15,033)	3,812,714
Special fundraising events	—	—	—	1,245,687	—	—	—	1,245,687
Affinity program	75,548	—	—	—	—	6,380,787	—	6,456,335
Investment income, net	3,609,631	—	3,302,347	328,974	—	169,859	—	7,410,811
Sales of supplies, net	198,009	—	—	—	—	—	—	198,009
Loss on disposal of property and equipment	(53,189)	—	—	—	—	—	—	(53,189)
Other	4,341	103,953	—	36,556	—	—	—	144,850
Pension cost credit	6,996,327	—	—	—	—	—	—	6,996,327
Net assets released from restrictions	61,298	(61,298)	—	—	—	—	—	—
Total revenue	154,172,636	42,655	23,124,071	2,200,831	115,833	6,550,646	(15,033)	186,191,639
EXPENSES								
Program services								
Member services								
Communications, magazine and public relations	13,532,389	—	—	—	—	110,000	(15,033)	13,627,356
Financial assistance to affiliates	205,832	—	—	—	—	—	—	205,832
Industry trade divisions and relations	37,971,310	—	—	—	—	—	20,000	37,991,310
Out-of-work benefits	1,610,716	—	8,611,452	—	—	—	(6,041,512)	4,180,656
Research, education and training	15,061,015	—	—	—	—	296,531	1,030,651	16,388,197
Retiree relations, scholarships and other	448,326	—	—	424,250	—	—	—	872,576
Organizing	22,575,085	—	—	—	—	—	3,362,600	25,937,685
Other	9,975,833	—	—	—	38,600	2,489,198	22,100	12,525,731
Affiliation fees	13,931,943	—	—	—	—	—	—	13,931,943
Government affairs	9,076,062	—	—	—	—	—	—	9,076,062
Legal and litigation	4,851,384	—	—	—	—	—	1,552,316	6,403,700
Civil RICO	8,448,142	—	—	—	—	—	—	8,448,142
Convention	1,961,772	—	—	—	—	—	—	1,961,772
Total program services expenses	139,649,809	—	8,611,452	424,250	38,600	2,895,729	(68,878)	151,550,962
Supporting services								
Administration and governance	8,859,877	—	—	60,041	—	342,723	53,845	9,316,486
Fundraising	—	—	—	696,543	—	—	—	696,543
Total expenses	148,509,686	—	8,611,452	1,180,834	38,600	3,238,452	(15,033)	161,563,991
CHANGE IN NET ASSETS	5,662,950	42,655	14,512,619	1,019,997	77,233	3,312,194	—	24,627,648
NET ASSETS								
Beginning of year	45,048,585	313,439	53,641,517	5,835,677	293,446	8,346,887	—	113,479,551
SFAS No. 158 adjustment	(3,019,025)	—	—	—	—	—	—	(3,019,025)
End of year	\$47,692,510	\$356,094	\$68,154,136	\$6,855,674	\$370,679	\$11,659,081	\$—	\$135,088,174

See accompanying notes to consolidated financial statements.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS FINANCIAL REPORT 2007

International Brotherhood of Teamsters Consolidated Statement of Financial Position

YEAR ENDED DECEMBER 31, 2007

	GENERAL FUND	STRIKE AND DEFENSE FUND	HOFFA SCHOLARSHIP FUND	TEAMSTER DISASTER RELIEF FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
CASH FLOWS PROVIDED BY OPERATING ACTIVITIES						
Cash received from						
Affiliated conferences, joint councils and local unions	\$147,083,017	\$14,563,345	\$—	\$—	\$—	\$161,646,362
Investment income	2,188,358	2,190,269	221,803	—	186,890	4,787,320
Other revenue and reimbursements	3,865,464	—	1,852,701	115,833	6,893,990	12,727,988
Net cash received	153,136,839	16,753,614	2,074,504	115,833	7,080,880	179,161,670
Cash disbursed to						
Service providers, suppliers, vendors and others	136,113,302	2,664,630	1,107,574	38,600	3,048,160	142,972,266
Other labor organizations	5,037,105	—	—	—	—	5,037,105
Affiliated conferences, joint councils and local unions	9,060,918	—	—	—	—	9,060,918
Members for benefits under Strike Benefit Assistance Program	—	2,244,197	—	—	—	2,244,197
Net cash used	150,211,325	4,908,827	1,107,574	38,600	3,048,160	159,314,486
Net cash provided by operating activities	2,925,514	11,844,787	966,930	77,233	4,032,720	19,847,184
CASH FLOWS PROVIDED BY (USED FOR) INVESTING ACTIVITIES						
Proceeds from sale or redemption of investments	43,011,097	64,220,196	12,598,632	—	5,899,886	125,729,811
Purchase of investments	(44,342,416)	(72,568,269)	(13,477,013)	—	(7,421,220)	(137,808,918)
Purchase of fixed assets	(9,070,002)	—	—	—	—	(9,070,002)
Payment of loans by affiliates	356,450	—	—	—	—	356,450
Other contributions	—	—	—	—	765	765
Net cash used for investing activities	(10,044,871)	(8,348,073)	(878,381)	—	(1,520,569)	(20,791,894)
Cash flows provided by financing activities						
Loan proceeds	10,000,000	—	—	—	—	10,000,000
Net cash provided by financing activities	10,000,000	—	—	—	—	10,000,000
NET INCREASE IN CASH	2,880,643	3,496,714	88,549	77,233	2,512,151	9,055,290
CASH AND CASH EQUIVALENTS						
Beginning of year	7,548,300	5,157,470	365,551	293,446	1,879,507	15,244,274
End of year	\$10,428,943	\$8,654,184	\$454,100	\$370,679	\$4,391,658	\$24,299,564
RECONCILIATION OF CHANGE IN NET ASSETS TO NET CASH PROVIDED BY OPERATING ACTIVITIES						
Change in net assets	\$2,686,580	\$14,512,619	\$1,019,997	\$77,233	\$3,312,194	\$21,608,623
Net appreciation of investments	(1,585,882)	(1,201,844)	(116,824)	—	(25,686)	(2,930,236)
Loss on disposal of fixed assets	53,189	—	—	—	—	53,189
Depreciation expense	1,880,915	—	—	—	—	1,880,915
(Increase) decrease in assets						
Receivables	1,718,561	(65,131)	(26,903)	—	510,500	2,137,027
Inventories	37,782	—	(4,483)	—	—	33,299
Prepaid expenses	(189,384)	—	24,857	—	—	(164,527)
Security deposits and other	306,346	—	—	—	47,500	353,846
Due to/from related entities	1,399,408	(1,421,961)	390	—	49,913	27,750
Prepaid pension cost	(5,132,828)	—	—	—	—	(5,132,828)
Increase (decrease) in liabilities						
Accounts payable and accrued expenses	6,160,752	21,104	72,396	—	138,299	6,392,551
Unexpended scholarship awards	—	—	(2,500)	—	—	(2,500)
Accrued pension cost	(4,397,283)	—	—	—	—	(4,397,283)
Accrued postretirement benefits cost	(12,642)	—	—	—	—	(12,642)
NET CASH PROVIDED BY OPERATING ACTIVITIES	\$2,925,514	\$11,844,787	\$966,930	\$77,233	\$4,032,720	\$19,847,184

See accompanying notes to consolidated financial statements.

International Brotherhood of Teamsters Consolidated Statement of Financial Position

YEAR ENDED DECEMBER 31, 2007

NOTE 1. NATURE OF OPERATIONS

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. The primary source of revenue is per capita taxes paid by local unions.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Method of Accounting - The consolidated financial statements have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

CONSOLIDATION AND FUND ACCOUNTING - The consolidated financial statements include the accounts and activities of the International Union and related entities under the International Union's control. For purposes of presentation in the consolidated financial statements and in accordance with requirements set forth in its Constitution, the International Union reports its accounts and activities in the following funds:

GENERAL FUND - Provides for the ongoing activities of the International Union not specifically carried out by any other fund. The General Fund also includes the consolidated accounts of the Teamsters National Headquarters Building Corporation, a for-profit corporation formed to be a title holding corporation for the International Union's headquarters building. All significant intercompany account balances have been eliminated in consolidation. Included in the General Fund is the Public Services Assistance Fund. This fund provides assistance to public employees whose contracts do not entitle them to strike benefits. Also included in the General Fund are funds designated for organizing activities. Ten percent of per capita tax received by the International Union, excluding the amount received for members in Teamsters Canada, is designated for organizing activities. Funds designated for organizing activities for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employees Division and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.

STRIKE AND DEFENSE FUND - The Strike and Defense Fund was created in 2002 to support members engaged in collective action to obtain recognition, obtain and/or protect wages and benefits through the negotiation of collective bargaining agreements, enforce collective bargaining agreements, and/or members who have been locked out by their employers.

Fifteen percent of per capita tax received by the International Union, excluding the amounts received for members in Teamsters Canada and members employed in the public sector who do not have the legal right to strike, are transferred to the Strike and Defense Fund. Participation in the Strike and Defense Fund for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employees Division and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.

HOFFA SCHOLARSHIP FUND - The Hoffa Scholarship Fund represents the accounts and activities of the James R. Hoffa Memorial Scholarship Fund, Inc., a related organization under the International Union's control. The Fund was incorporated in November 1999 and began operations in January 2000 for the purpose of awarding scholarships to dependents of union members in order to enable the recipients to attend accredited post-secondary educational institutions. The funding for scholarships is provided by voluntary contributions to the Fund, the net proceeds of annual fund raising events, and the sale of promotional materials. As a form of financial assistance to the Hoffa Scholarship Fund, the International Union provides facilities, management, administrative, accounting and clerical assistance.

TEAMSTER DISASTER RELIEF FUND - The Teamster Disaster Relief Fund represents the accounts and activities of the Teamster Disaster Relief Fund, a related organization under the International Union's control. The Fund was incorporated in September 1992 and began operations in 1992 for the purpose of providing monetary and non-monetary relief directly or indirectly to individuals who are victims of hurricane, flood, earthquake, fire, accident or other disaster. Funding is provided by monetary and non-monetary contributions from individuals or organizations affiliated with the International Union and the general public. As a form of financial assistance to the Disaster Relief Fund, the International Union provides facilities, management, administrative, accounting and clerical assistance.

SUPPLEMENTAL BENEFITS TRUST - The Supplemental Benefits Trust represents the accounts and activities of the International Brotherhood of Teamsters Supplemental Benefits Trust, a financially inter-related organization under the International Union's control. The Trust was established on January 1, 2003 to serve as a vehicle for the coordination of several credit card, insurance and other programs offered to members

of the International Union and their families by third party vendors. The Trust is funded primarily through royalty payments payable in accordance with the provisions of various agreements between the International Union and third party vendors which have been assigned by the International Union to the Trust.

CASH AND CASH EQUIVALENTS - Cash and cash equivalents consist of amounts held in demand deposit accounts, money market accounts and funds.

INVENTORY - The International Union maintains an inventory of supplies for resale to local unions and individual members. Inventory is stated at cost which approximates the selling price of items held.

INVESTMENTS - Investments are reported at their aggregate fair value. The fair value of investments in common and capital stocks, corporate bonds, mutual funds and U.S. Treasury and Government Agency securities are determined by quoted market prices as reported by the investment custodian.

PROPERTY AND EQUIPMENT - Property and equipment are carried at cost. Major additions are capitalized while replacements and repairs that do not improve or extend the lives of the respective assets are expensed. Depreciation and amortization expense is computed using the straight line method over the following estimated useful lives of the assets:

Building and improvements	39 years
Data processing equipment	5 years
Office equipment and capitalized software	3-10 years
Furniture and fixtures	10 years
Automobiles	5 years

CANADIAN CURRENCY - The International Union maintains checking and savings accounts in Canada as well as the United States. For financial statement purposes, all assets are expressed in U.S. dollar equivalents.

Canadian currencies included in the consolidated statement of financial position are translated at the exchange rates in effect on the last day of the year. Unrealized increases and decreases due to fluctuations in exchange rates are included in the consolidated statement of activities.

Funds received and disbursed in Canada are stated in U.S. dollars based on average exchange rate in effect during the year when reported in the revenue and expenses included in the consolidated statement of activities.

USE OF ESTIMATES IN THE PREPARATION OF FINANCIAL STATEMENTS - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

FINANCIAL PRESENTATION - The International Union's consolidated financial statements present its net assets, revenues, expenses, gains and losses, classified between unrestricted, temporarily restricted, and permanently restricted based on the existence or absence of donor-imposed restrictions.

NOTE 3. TAX STATUS

The International Union is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code, except on any income derived from activities unrelated to its exempt purpose.

Income taxes on net earnings are payable by the Teamsters National Headquarters Building Corporation pursuant to the Internal Revenue Code. All operating costs of the Corporation are fully reimbursed by the International Union resulting in no net income or loss. Accordingly, no provision has been made for Federal income taxes.

The Hoffa Scholarship Fund and Teamster Disaster Relief Fund are exempt from Federal income taxes under Section 501(c)(3) of the Internal Revenue Code and are reasonably expected to be publicly supported organizations and not private foundations. The Funds are subject to tax derived from unrelated business activities.

The Supplemental Benefits Trust is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code and is, therefore, not subject to tax under present income tax laws.

NOTE 4. TRADE RECEIVABLES

Trade receivables consist of the following at December 31, 2007:

Per capita and initiation fees	\$ 13,032,601
Unsecured notes receivable	468,205
Affinity program	1,768,053
Other	482,043
	<u>15,750,902</u>
Less allowance for doubtful accounts	(22,202)
	<u>\$ 15,728,700</u>

NOTE 5. UNINSURED CASH BALANCES AND INVESTMENT CONCENTRATIONS

The International Union maintains cash equivalents with various financial institutions as of December 31, 2007 totaling approximately \$15,233,000 which were not insured by the Federal Deposit Insurance Corporation.

The International Union also maintains cash at a Canadian financial institution, which is insured up to \$60,000. As of December 31, 2007, the International Union's cash in the Canadian financial institution in excess of insurance coverage totaled approximately \$1,489,000 in Canadian dollars (approximately \$1,507,000 U.S. Dollars).

The Hoffa Scholarship Fund maintains all of its cash and cash equivalents at one financial institution. The balance is insured by the Federal Deposit Corporation up to \$100,000. As of December 31, 2007 the Hoffa Scholarship Fund's cash in excess of FDIC insurance coverage totaled approximately \$4,351.

The Supplemental Benefits Trust maintains all of its cash with one financial institution. The balance is insured by the Federal Deposit Insurance Corporation up to \$100,000. As of December 31, 2007 the Supplemental Benefits Trust's cash in excess of FDIC insurance coverage totaled approximately \$4,000,000.

The Teamster Disaster Relief Fund maintains cash primarily with the same financial institution. As of December 31, 2007 the Teamsters Disaster Relief Fund's cash in excess of FDIC insurance coverage totaled approximately \$270,679.

NOTE 6. GRANTS RECEIVABLE

Amounts due under grant agreements with the U.S. Government totaled \$807,543 and are due to be received within one year.

NOTE 7. INVESTMENTS

The fair value and cost of investments held by the International Union at December 31, 2007 is summarized below:

	COST	FAIR VALUE	FAIR VALUE OF SECURITIES ON LOAN	NET FAIR VALUE OF SECURITIES ON HAND
Common stock	\$ 47,716,196	\$52,997,969	\$(691,854)	\$52,306,115
Capital stock	5,833	70,638	-	70,638
Corporate bonds	23,850,571	23,670,776	(1,205,109)	22,465,667
Government agency securities	15,963,478	16,134,012	-	16,134,012
U.S. Treasury securities	15,371,128	15,756,581	(13,161,417)	2,595,164
Mutual fund	3,398,880	3,234,371	-	3,234,371
	<u>\$106,306,086</u>	<u>\$111,864,347</u>	<u>\$(15,058,380)</u>	<u>\$96,805,967</u>

Investment income for the year ended December 31, 2007 consisted of the following:

	GENERAL FUND	STRIKE FUND	HOFFA SCHOLARSHIP FUND	SUPPLEMENTAL BENEFITS TRUST	TOTAL
Interest and dividends	\$ 2,191,031	\$ 2,255,400	\$ 248,706	\$ 185,626	\$4,880,763
Net realized and unrealized gain on investments	1,585,882	1,201,844	116,824	25,686	2,930,236
Investment expenses	(167,282)	(154,897)	(36,556)	(41,453)	(400,188)
	<u>\$ 3,609,631</u>	<u>\$ 3,302,347</u>	<u>\$ 328,974</u>	<u>\$ 169,859</u>	<u>\$7,410,811</u>

NOTE 8. INVESTMENTS IN FIRST TRUST NOTES

The International Union provided loans to affiliates for financial assistance. These loans are secured by real estate and are carried at their unpaid principal balance of \$1,945,487. No allowance for uncollectible accounts was deemed necessary as of December 31, 2007.

NOTE 9. PROPERTY AND EQUIPMENT

Property and equipment held by the International Union consists of the following as of December 31, 2007:

Land - headquarters	\$ 794,117
Headquarters building	43,281,777
Leasehold improvements	26,000
Furniture and fixtures	3,187,270
Equipment	3,699,008
Data processing equipment	3,397,311
Computer software	3,468,059
Automobiles	91,673
Working in process	3,489,186
	<u>61,434,401</u>
Less accumulated depreciation	(19,466,107)
Net property and equipment	<u>\$ 41,968,294</u>

Depreciation expense for the year ended December 31, 2007 was \$1,880,915.

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN

The Teamster Affiliates Pension Plan (the "Plan") provides defined benefits to eligible officers and employees of the International Union's affiliates. Contributions to the Plan are made by the International Union based on the advice of consulting actuaries. The International Union reports in accordance with Statement of Financial Accounting Standards No. 87 (SFAS No. 87), "Employers' Accounting for Pensions." During the year ended December 31, 2006 the International Union adopted the provisions of Statement of Financial Accounting Standards No. 158 (SFAS No. 158), "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans" which amends SFAS No. 87. SFAS No. 158 requires that the full funding status of defined benefit pension and other postretirement plans be recognized on the statement of financial position as an asset (for over funded plans) or as a liability (for underfunded plans). In addition, SFAS No. 158 calls for recognition in net assets of gains or losses and prior service costs of credits that are yet not included as components of expense. Finally, SFAS No. 158 requires that the measurement of defined benefit plan assets and obligations be as of the statement of financial position date.

The General Executive Board elected to curtail the Plan effective December 31, 1994, thus freezing benefits for most participants at the then accumulated level. Effective January 1, 1995, the Plan was amended to allow the affiliates to contribute on behalf of their employees. For those participants whose local unions continued to contribute, benefits were not frozen until December 31, 2001.

Effective as of January 1, 2002, no additional retirement or other benefit will be accrued under this Plan by any participant of the Plan. Any participation agreement which may have been submitted by an affiliate to, and accepted by, the Trustees of this Plan at any time on or after January 1, 1995 shall be terminated effective as of January 1, 2002 and no contribution shall be accepted by the Trustees from an affiliate on behalf of a participant employed by that affiliate with respect to any period of time beginning on or after January 1, 2002.

No individual who was initially employed by an affiliate on or after January 1, 2002 was eligible to become a participant of the Plan. No compensation that was received by a participant of the Plan with respect to any period of time beginning on or after January 1, 2002 was considered to be the earnings of that participant for purposes of the Plan. Any periods of credited service and/or vesting service earned by a participant on or after January 1, 2002 shall continue to be used to determine the eligibility of that participant to receive a retirement or other benefit under this Plan but shall not be used to determine the amount of any retirement or other benefit which that participant may otherwise be entitled to receive under this Plan.

In computing net periodic pension costs as of January 1, 2007 to be recognized for the year ended December 31, 2007, the consulting actuary used the following assumptions:

Discount rate	6.00%
Average rate of compensation increases	N/A
Expected return on Plan assets	8.00

The information on benefit costs for the year ended December 31, 2007, as determined by the consulting actuary, is as follows:

Employer contributions	\$ —
Plan participants' contributions	—
Benefits paid	46,907,102

In computing the funded status of the Plan as of December 31, 2007, the consulting actuary used the following assumptions:

Discount rate	6.50%
Average rate on compensation increases	N/A

NOTE 10. THE TEAMSTER AFFILIATES PENSION PLAN (continued)

The funded status of the Plan as of December 31, 2007, as determined by the actuary, is as follows:

Projected benefit obligation	\$ (495,168,754)
Fair value of Plan assets	505,531,970
Funded status	\$ 10,363,216
Accumulated benefit obligation	\$ (495,168,754)

Amounts recognized in the statement of financial position as of December 31, 2007 consist as follows:

Non-current assets	\$ 10,363,216
Current liabilities	—
Non-current liabilities	—

Amounts recognized in net assets as of December 31, 2007 consist as follows:

Transition obligation	\$ —
Prior service cost	—
Net loss	39,388,091
	\$ 39,388,091
Net periodic benefit cost	\$ (6,996,327)

Other changes in Plan assets and benefit obligations recognized in net assets as of December 31, 2007:

New transition obligations	\$ —
New prior service cost	—
New net loss	1,863,499
Amortization of transition obligation	—
Amortization of prior service cost	—
Amortization of net loss	—
Total recognized in net assets	\$ 1,863,499
Total recognized in net periodic benefit cost and net assets	\$ (5,132,828)

The amounts that will be amortized from net assets into net periodic benefit cost over the next fiscal year are:

Transition obligation	\$ —
Prior service cost	—
Net loss	—
	\$ —

The Plan's expected long-term rate of return on assets assumption is 8.00%. As defined in SFAS No. 87, this assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation. The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

At December 31, 2007, the Plan's total assets were allocated as follows: 71% equity securities, 25% debt securities, 4% cash and short term investments.

The Plan's overall investment strategy is to invest in securities that will meet or exceed an absolute return of 8.00%. In order to meet its needs, the Plan's investment strategy is to emphasize total return primarily by emphasizing long-term growth of principal while avoiding excessive risk and secondarily by achieving returns in excess of the rate of inflation over the investment horizon in order to preserve purchasing power of Plan assets. In general, the Plan's goal is to maintain the following allocation ranges for investments:

Equity securities	60% - 80%
Debt securities	20% - 40%
Cash and equivalents	0% - 5%

The International Union's expected contributions to the Plan for the year ending December 31, 2008 are \$0. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2008	\$ 47,709,798
2009	47,091,400
2010	46,523,742

2011	45,855,749
2012	45,027,934
Aggregate for five years beginning 2013	208,761,673

NOTE 11. RETIREMENT AND FAMILY PROTECTION PLAN

The International Union is the sponsor of the Retirement and Family Protection Plan (the "Plan"), a defined benefit plan that covers the employees of the International Union and the Teamsters National Headquarters Building Corporation (a wholly owned subsidiary). Substantially all of the employees participate in the Plan. Benefits provided by this Plan are determined based on years of service, level of compensation, and date of employment. The International Union pays the full cost of the Plan and annually determines the amount, if any, to contribute to the Retirement and Family Protection Plan based on the advice of consulting actuaries.

The International Union reports in accordance with Statement of Financial Accounting Standards No. 87 (SFAS No. 87), "Employers' Accounting for Pensions." During the year ended December 31, 2006 the International Union adopted the provisions of Statement of Financial Accounting Standards No. 158 (SFAS No. 158), "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans" which amends SFAS No. 87. SFAS No. 158 requires that the full funding status of defined benefit pension and other postretirement plans be recognized on the statement of financial position as an asset (for overfunded plans) or as a liability (for underfunded plans).

In addition, SFAS No. 158 calls for recognition in net assets of gains or losses and prior service costs or credits that are yet not included as components of expense. Finally, SFAS No. 158 requires that the measurement of defined benefit plan assets and obligations be as of the statement of financial position date.

In computing net periodic pension costs as of January 1, 2007 to be recognized for the year ended December 31, 2007, the consulting actuary used the following assumptions:

Discount rate	6.00%
Average rate of compensation increase	5.25
Expected return on Plan assets	8.00

The information on benefit cost for the year 2007, as determined by the consulting actuary, is as follows:

Employer contributions	\$ 15,856,309
Plan participants' contributions	—
Benefits paid	20,294,608

In computing the funded status of the Plan as of December 31, 2007, the consulting actuary used the following assumptions:

Discount rate	6.50%
Average rate of compensation increases	5.50

The funded status of the Plan as of December 31, 2007, as determined by the consulting actuary, is as follows:

Projected benefit obligation	\$(103,011,917)
Fair value of plan assets	72,587,588
Funded status	\$ (30,424,329)
Accumulated benefit obligation	\$(79,524,220)

Amounts recognized in the statement of financial position as of December 31, 2007 consists as follows:

Non-current assets	\$ —
Current liabilities	—
Non-current liabilities	(30,424,329)

Amounts recognized in net assets as of December 31, 2007 consist as follows:

Transition obligation	\$ —
Prior service cost	574,771
Net loss	15,191,382
	\$ 15,766,153
Net periodic benefit cost	\$ 10,246,829

Other changes in Plan assets and benefit obligations recognized in net assets as of December 31, 2007:

New transition obligation	\$ —
New prior service credit	(3,669,149)
New net loss	5,788,687
Amortization of transition obligation	—

Amortization of prior service cost	(438,351)
Amortization of net loss	(468,990)
Total recognized in net assets	<u>\$ 1,212,197</u>
Total recognized in net periodic benefit cost and net assets:	<u>\$ 11,459,026</u>

The amounts that will be amortized from net assets into net periodic benefit cost over the next fiscal year are:

Transition obligation	\$ —
Prior service cost	309,087
Net loss	447,011
	<u>\$ 756,098</u>

The Plan's expected long-term rate of return on assets assumption is 8.00%. As defined in SFAS No. 87, this assumption represents the rate of return on Plan assets reflecting the average rate of earnings expected on the funds invested or to be invested to provide for the benefits included in the benefit obligation. The assumption has been determined by reflecting expectations regarding future rates of return for the investment portfolio, with consideration given to the distribution of investments by asset class and historical rates of return for each individual asset class.

At December 31, 2007, the Plan's total assets were allocated as follows: 67% equity securities, 24% debt securities, 5% cash and short term investments and 4% other assets.

The Plan's overall investment strategy is to invest in securities that will meet or exceed an absolute return of 8.00%. In order to meet its needs, the Plan's investment strategy is to emphasize total return primarily by emphasizing long-term growth of principal while avoiding excessive risk and secondly by achieving returns in excess of the rate of inflation over the investment horizon in order to preserve purchasing power of Plan assets.

In general, the Plan's goal is to maintain the following allocation ranges for investments:

Equity securities.....	60% - 80%
Fixed income securities.....	30% - 40%
Cash and equivalents.....	0% - 5%

The International Union's expected contributions to the Plan for the year ended December 31, 2008 are \$12,582,956. Benefits expected to be paid by the Plan during the ensuing five years and thereafter are approximately as follows:

2008.....	\$ 8,556,430
2009.....	9,442,902
2010.....	10,336,552
2011.....	11,066,149
2012.....	11,285,726
Aggregate for five years beginning 2013.....	60,629,255

NOTE 12. TEAMSTERS NATIONAL 401(K) SAVINGS PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan (the Plan). Beginning in April 1997, employees of the International Union who have completed 30 days of service may contribute to the Plan through payroll deductions. Participants may contribute up to 89% of their pretax salaries up to the maximum prescribed by law and an additional 5% of after-tax salaries. The International Union, as a Plan sponsor, does not contribute to the Plan and assumes no liability for the Plan's administrative costs.

NOTE 13. RELATED ENTITIES

The International Union has various related entities not included in the consolidation, which include a political and education fund (a separate, segregated fund of the International Union), two defined benefit pension plans, a defined contribution pension plan and a voluntary employee benefits trust. These entities, as well as the Strike and Defense Fund, Supplemental Benefits Trust, Teamster Disaster Relief Fund and James R. Hoffa Memorial Scholarship Fund, Inc., which are included in the consolidated financial statements, and amounts due to (from) the International Union at December 31, 2007 are as follows:

Strike and Defense Fund	\$ (5,357,870)
Teamster Affiliates Pension Plan	11,244
Retirement and Family Protection Plan	(15,625)
Voluntary Employee Benefits Trust	142,000
Supplemental Benefits Trust	126,000
Teamsters National 401(k) Savings Plan	19,622
Total	<u>\$ (5,074,629)</u>

The International Union absorbs the administrative costs applicable to the operations of these related entities. All but the political and education fund, Teamster Disaster Relief Fund and James R. Hoffa Memorial Scholarship Fund reimburse the International Union for those administrative costs through cost sharing arrangements.

NOTE 14. POSTRETIREMENT BENEFITS

The International Union also provides life insurance benefits for retired employees meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plan.

The International Union reports in accordance with Statement of Financial Accounting Standards No. 106 (SFAS No. 106), "Employers' Accounting for Postretirement Benefits Other Than Pensions." During the year ended December 31, 2006 the International Union adopted the provisions of Statement of Financial Accounting Standards No. 158 (SFAS No. 158), "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans" which amends SFAS No. 106. SFAS No. 158 requires that the full funding status of defined benefit pension and other postretirement plans be recognized on the statement of financial position as an asset (for overfunded plans) or as a liability (for underfunded plans). In addition, SFAS No. 158 calls for recognition in net assets of gains or losses and prior service costs or credits that are yet not included as components of expense. Finally SFAS No. 158 requires that the measurement of defined benefit plan assets and obligations be as of the statement of financial position date.

In computing the net periodic postretirement costs for the year ended December 31, 2007 the consulting actuary used a discount rate of 6.00%.

The net periodic postretirement benefits cost for the plan for the year ended December 31, 2007 as determined by the consulting actuary, is as follows:

Service cost	\$ 9,948
Interest cost	28,800
Recognition of net loss	2,129
Amortization of transition obligation	6,678
Net periodic postretirement healthcare benefits cost	<u>\$ 47,555</u>

Other changes in Plan assets and benefit obligations recognized in net assets recognized in net assets as of December 31, 2007:

New transition obligation	\$ —
New prior service credit	—
New net gain	(47,864)
Amortization of transition obligation	6,678
Amortization of prior service cost	—
Amortization of net loss	2,129
Total recognized in net assets	<u>\$(56,671)</u>
Total recognized in net periodic cost and net assets	<u>\$(9,116)</u>

In computing the funded status of the Plan as of December 31, 2007 the consulting actuary used the following assumptions:

Assumptions used to value the accumulated

postretirement benefit obligations:

Discount rate	6.50%
Assumed health care cost trend rate for the coming year	0.00
Rate that the cost trend gradually declined to	0.00
Year that the rate reaches the rate that it is assumed to remain	N/A

The funded status of the plan as of December 31, 2007 as determined by the consulting actuary, is as follows:

Accumulated postretirement benefit obligation	\$(475,391)
Plan assets at fair value	—
Funded status	<u>\$(475,391)</u>
Accrued postretirement benefits costs	<u>\$(475,391)</u>

NOTE 14. POSTRETIREMENT BENEFITS (continued)

The amounts that will be amortized from net assets into net periodic postretirement benefits cost over the next fiscal year are:

Transition obligation	\$ 6,678
Prior service cost	—
Net loss	2,129
	<u>\$ 8,807</u>

Amounts recognized in the statement of financial position as of December 31, 2007 consist as follows:

Non-current assets	\$ —
Current liabilities	(3,540)
Non-current liabilities	(471,851)

Amounts recognized in net assets during the year ended December 31, 2007 consist as follows:

Transition obligation	\$ 26,711
Prior service cost	—
Net loss	22,036
	<u>\$ 48,747</u>

Benefits paid during 2007 were \$3,526.

The International Union expects to contribute approximately \$3,540 for life insurance benefits during the year ending December 31, 2008. Life insurance benefits expected to be paid during the ensuing five years and thereafter are approximately as follows:

2008	\$ 30,470
2009	31,095
2010	31,780
2011	32,496
2012	33,193
Aggregate for five years beginning 2013	174,912

NOTE 15. ACCRUED LEAVE

In compliance with Statement of Financial Accounting Standards (SFAS) No. 43, "Accounting for Compensated Absences," the International Union has established a liability of \$2,838,494 representing accumulated future absences of its employees through the year ended December 31, 2007, which is included under "accounts payable and accrued expenses" in the consolidated statement of financial position.

NOTE 16. COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Some of the litigation involves matters common to any organization of comparable size, including personnel, employment, contract, and trademark issues.

Other litigation relates to the International Union's status as a labor organization. Much of this latter litigation is strategic, pursued by employer's intent on pressuring the International Union with respect to its conduct as a bargaining representative pursuing better wages, hours and working conditions for the members of the International Brotherhood of Teamsters.

None of the litigation involves any substantial liability on the part of the International Union. Accordingly, no provision for any liability that may result upon final adjudication of any pending litigation has been made in the accompanying consolidated financial statements.

NOTE 17. AFFINITY PROGRAM

The International Union has entered into a multi-year License Agreement and a List Use Agreement with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) under which the AFL-CIO has obtained rights to use certain intangible property belonging to the International Union, including the right to use the name, logo, trademarks and membership lists of the International Union, in exchange for specified royalty payments to be paid to the International Union by the AFL-CIO.

In turn, the AFL-CIO has sub-licensed the right to use the International Union's intangible property to Household Bank of Nevada, N.A. (Household) for use by the bank in connection with its marketing of credit card and certain other financial products to members of the International Union.

On February 22, 1999, the terms of the AFL-CIO's License and List Use Agreements with Household were amended to provide for adjustments to the amounts of annual mini-

mum royalty payments payable to the AFL-CIO during program years 3 through 5, annual minimum royalty payments for each subsequent program year, and adjustments to the set annual royalty rates applicable to program years 3 through 12. The AFL-CIO splits the royalty payments it receives with participating unions, including the International Union, based on each participating union's average revolving balances in the credit card program.

Under the original agreements, if cumulative royalty earnings (calculated based on the set annual royalty rates and the average revolving balances of union members enrolled in the program) were less than the cumulative royalty payments or advances received by the AFL-CIO, then that excess amount would be due to Household at the end of the term of the agreements. Similarly, if the advances paid to the International Union by the AFL-CIO exceeded the cumulative earnings attributed to the International Union, then that amount would be due to the AFL-CIO at the end of the term of the agreements.

The amended agreements provide that if such a cumulative "overpayment" remains at the end of program year 12, the AFL-CIO has an option to extend the term of the agreement for three additional one-year periods and receive annual minimum royalty payments in each of those years. If there is still a cumulative "overpayment" at the end of the three-year extension, the AFL-CIO will not be obligated to repay such amount to Household.

The amended agreements also provide that the International Union will be obligated to repay any cumulative overpayment to the AFL-CIO if the agreements are terminated prior to the twelfth year of the contract or if the International Union chooses not to extend the term of the agreements for the additional three years referred to above.

The International Brotherhood of Teamsters assigned any and all rights and interest it may have related to the License and List Use Agreements with AFL-CIO to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The agreement with the AFL-CIO was terminated on October 1, 2007.

The International Union has entered into an agreement with GMAC Insurance Company (GMACI) under which GMACI has the exclusive right to market and sell insurance coverage to International Union members in exchange for a fee of 3% of the direct written premium on policies underwritten for the plan by GMACI. The fees are payment for administrative expenses incurred by the International Union, list management services in connection with the insurance plan and for the use of the International Union name and logo.

The International Union assigned any and all rights and interests it may have related to the insurance plan agreement with GMACI to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The International Union entered into an agreement with Union Privilege (UP) under which the International Union receives royalty payments from UP for promotion of UP's Union Plus programs to International Union members. The International Union receives \$.09 times the average number of members in the International Union as a royalty fee and receives reimbursement for expenses related to promotion of UP programs. The International Union assigned any and all rights and interests it may have related to the Union Privilege programs to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

The Supplemental Benefits Trust also has agreements with the Nu Travel and the Teamsters student loan program (Teamsters HELP) and the Teamsters Banking Center under which royalty payments are received.

Effective September 1, 2007, the International Union entered into a program independent of the AFL-CIO and Union Privilege under which credit cards and loans will continue to be offered by HSBC Finance Corporation (HSBC) to International Brotherhood of Teamsters members pursuant to terms of a new agreement.

This agreement provides HSBC the right to use certain intangible property belonging to the International Union, including the International Union's name, logo, trademarks and membership lists, in exchange for specified royalty payments to be paid to the International Union. HSBC will be entitled to use this intangible property in connection with its efforts to market credit card and certain other financial products to members of the International Union.

Under this agreement, HSBC has agreed to pay the International Union certain royalties commencing as of September 1, 2007, in part to ensure that the International Union will continue to maintain its credit card and loan program with HSBC at least until the agreement's scheduled expiration date of February 28, 2019.

This agreement will renew automatically for successive periods of one year each unless the International Union or HSBC notifies the other party of its intent not to renew the agreement at least twelve months prior to February 28, 2019.

The International Union has assigned any and all rights and interests it may have related to its agreement with HSBC to the Trustees of the International Brotherhood of Teamsters Supplemental Benefits Trust.

NOTE 18. LEASES

The International Union leases office equipment, office space, and residential space. Monthly lease and maintenance payments are allocated to program expenses in the consolidated statement of activities. Lease obligations under non-cancelable operating leases are as follows:

Year ending December 31,	2008	\$ 986,750
	2009	900,639
	2010	457,420
	2011	311,646
	2012	159,559
	Total	2,816,014
	Thereafter	137,425
		<u>\$ 2,953,439</u>

Rental payments totaled \$2,042,552 for the year ended December 31, 2007.

NOTE 19. SECURITIES LENDING PROGRAM

The International Union has entered into an agreement with the custodial bank for the International Union's investments which authorizes the bank to lend securities held in the International Union's accounts to third parties.

The International Union receives 70% of the net revenue derived from the securities lending activities, and the bank receives the remainder of the net revenue. Income reported in the consolidated statement of activities includes \$71,205 earned by the International Union during the year ended December 31, 2007 in connection with the securities lending program.

Under this program, the bank must obtain collateral from the borrower in the form of cash, letters of credit issued by an entity other than the borrower, or acceptable securities. Both the collateral and the securities loaned are marked-to-market on a daily basis so that all loaned securities are fully collateralized at all times. In the event that the loaned securities are not returned by the borrower, the bank will, at its own expense, either replace the loaned securities or, if unable to purchase those securities on the open market, credit the International Union's accounts with cash equal to the fair value of the loaned securities.

Although the International Union's securities lending activities are collateralized as described above, and although the terms of the securities lending agreement with the custodial bank require the bank to comply with government rules and regulations related to the lending of securities, the securities lending program involves both market and credit risk.

In this context, market risk refers to the possibility that the borrower of securities will be unable to collateralize the loan upon a sudden material change in the fair value of the loaned securities or collateral, or that the bank's investment of cash collateral received from the borrowers of the International Union's securities may be subject to unfavorable market fluctuations. Credit risk refers to the possibility that counterparties involved in the securities lending program may fail to perform in accordance with the terms of their contracts.

To date, the International Union has experienced no losses in connection with the securities lending program. At December 31, 2007, the fair value of securities on loan was \$15,058,380.

At December 31, 2007 the fair value of the cash and securities collateral held for securities on loan were as follows:

	GENERAL FUND	STRIKE AND DEFENSE FUND
Collateral - cash and cash equivalents	\$ 3,381,920	\$ 10,994,637
Collateral - securities	2,151,958	919,873
Total	<u>\$ 5,533,878</u>	<u>\$ 11,914,510</u>

In accordance with Statement of Financial Accounting Standard No. 140, the International Union has segregated securities on loan to third parties from other investments in Note 7 and has also reported the cash and securities collateral held for securities on loan as an asset and a corresponding liability to return the collateral on the consolidated statement of financial position.

NOTE 20. RESTRICTIONS ON NET ASSETS

Temporarily restricted net assets in the General Fund as of December 31, 2007 resulted from contributions from local union members, joint councils and other international unions for the renovation of the International Union headquarters building and contributions. At December 31, 2007 temporarily restricted net assets consisted of \$356,094 for building renovations.

NOTE 21. ORGANIZING ACTIVITIES

As a result of actions taken at the 2002 Special Convention, ten percent of the annual per capita tax received by the International Union, exclusive of per capita tax received for Canadian members, is allocated for organizing activities. Allocation of funds to organizing activities for the Brotherhood of Locomotive Engineers and Trainmen, Brotherhood of Maintenance of Way Employees Divisions and the Graphic Communications/IBT Conference are governed by the applicable merger agreements.

Organizing activities are as follows:

Per capita tax revenue	\$ 14,265,235
Expenses	19,897,059
Decrease in net assets	(5,631,824)
Balance at beginning of year	(6,188,242)
Disbursements for organizing activities over amounts allocated	<u>\$(11,820,066)</u>

NOTE 22. LOAN PAYABLE

During the year ended December 31, 2006 the International Union entered into a loan agreement and executed a promissory note with Wachovia Bank to borrow amounts up to \$25,000,000. Interest is due monthly on the outstanding balance of the note and the principal payment is due by June 30, 2008. As of December 31, 2007, the outstanding principal balance due on the note was \$20,000,000 at a variable interest rate of 4.82%. Under this agreement an additional \$5,000,000 was available for the International Union to borrow as of December 31, 2007.

Interest expense totaled \$926,316 for the year ended December 31, 2007.

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
88 CIV. 4486 (LAP)
MEMORANDUM AND ORDER

UNITED STATES OF AMERICA,
Plaintiff,

v.

INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, CHAUFFERS, WAREHOUSEMEN AND
HELPERS OF AMERICA AFL-CIO,
et al.,
Defendants.

APPLICATION #129
RE: JAMES D. JACKSON

LORETTA A. PRESKA, United States District Judge:

The Independent Review Board ("IRB") of the International Brotherhood of Teamsters ("IBT") brought Application 129 concerning disciplinary action taken against James D. Jackson ("Jackson"), a member of Local 299 in Detroit, Michigan. Jackson was charged with bringing reproach upon the IBT and violating his membership oath in violation of Article II, Section 2(a) and Article XIX, Sections 7(b) (1) and (2) of the IBT Constitution and Paragraph E(10) of the Consent Decree, by knowingly associating with a barred person, Michael C. Bane ("Bane"), after Bane was permanently barred from the IBT on July 17, 2001.

The IRB referred the charge against Jackson to the IBT on February 27, 2007. By letter dated March 7, 2007, the IBT General President notified Jackson that a hearing on the charges had been scheduled for April 5, 2007. Approximately one week before the scheduled hearing, on March 28, 2007, Jackson requested an adjournment of the hearing, which the IBT rejected. An IBT panel conducted a hearing on April 5, 2007, and on May 23, 2007, the IBT General President adopted the decision of the IBT panel (i) holding that Jackson had violated the IBT Constitution and the Consent Decree by knowingly associating with Bane after Bane was permanently barred from the IBT; and (ii) recommending that Jackson be permanently barred from the IBT (the "IBT Decision").

The Consent Decree provides that the IRB shall monitor disciplinary actions taken by any IBT entity on IRB-recommended charges to determine whether the charges were "pursued and decided" by that IBT entity "in a lawful, responsible, or timely manner" and whether the resolution of those charges is "inadequate under the circumstances." Consent Decree ¶ G(f); see also IRB Rules ¶ I(7). By letter

dated September 11, 2007, the IRB found the IBT Decision "not inadequate."

Although the Consent Decree contains no express procedure by which a union member disciplined by an IBT entity on IRB-recommended charges may appeal such a "not inadequate" determination to this Court, the IRB has followed a practice of facilitating judicial review of its "not inadequate" determinations when a charged party demonstrates his intention to seek review of a "not inadequate" finding." See *Somprotto v. IBT*, No. 01 Civ. 9285 (LAP), 2003 WL 252156, at *4 (S.D.N.Y. Feb. 3, 2003) ("This Court may also review IRB determinations that union discipline is 'not adequate' when requested by the IRB."); see also *United States v. Boggia*, 167 F.3d 113 (2d Cir. 1999) (upholding district court's affirmation of IRB "not inadequate" determination). Accordingly, the IRB submitted Application 129, by which the IRB requests that the Court adopt as an order of the Court the IRB's determination that the IBT's resolution of the charges recommended by the IRB was "not inadequate".

The Court has considered the IRB's Application 129, Jackson's Objection dated January 4, 2008, the IBT's papers dated January 10, 2008, the Chief Investigator's papers dated January 25, 2008, and the Government's papers dated January 31, 2008. For the reasons set out below, the IRB's application is granted, and its determination upheld in all respects.

DISCUSSION

I. STANDARD OF REVIEW

The standards governing review of IRB disciplinary decisions are well established. This Court reviews determinations made by the IRB under an "extremely deferential standard of review." *United States v. IBT* ("*Carey & Hamilton*"), 247 F.3d 370, 379 (2d Cir. 2001); *United States v. IBT* ("*Simpson*"), 120 F.3d 341, 346 (2d Cir. 1997); *United States v. IBT* ("*DiGirlando*"), 19 F.3d 816, 819-20 (2d Cir. 1994), cert. denied, 513 U.S. 873 (1994). The IRB Rules, which were approved by this Court and the Court of Appeals, provide for review of decisions of the IRB under "the standard of review applicable to review of final federal agency action under the Administrative Procedure Act." IRB Rules ¶ O. See *United States v. IBT* ("*IRB Rules*"), 803 F. Supp. 761 (S.D.N.Y. 1992), aff'd as modified, 998 F.2d 1101 (2d Cir. 1993). Under this extremely deferential standard, an IRB decision may be set aside only if it is "arbitrary, capricious, an abuse of discretion, or otherwise not in accordance with law." *Carey & Hamilton*, 247 F.3d at 380 (quoting 5 U.S.C. § 706(2)(A)).

II. APPLICATION

In his papers, Jackson devotes substantial space to the perceived deficiencies in the IBT's decision. As Application 129 makes clear, however, "the IBT decision is not [now] the subject of this Court's review." *United States v. Teamsters*, 2007 WL 4563420 (S.D.N.Y., December 27, 2007). Rather, it is the IRB's finding that the IBT's decision was

“not inadequate” that is subject to review, as noted above, under an “extremely deferential standard of review.” *Id.* Applying that extremely deferential standard, the IRB acted well within its discretion when it upheld the IBT Decision permanently expelling Jackson for knowingly associating with Bane.

A. The IRB’s Decision Upholding the IBT’s Finding that Jackson Knowingly Associated With Bane Was Not Arbitrary and Capricious

Paragraph E(10) of the Consent Decree forbids IBT officers, representatives, employees, and members from knowingly associating with a member or associate of organized crime or “any person otherwise enjoined from participating in union affairs.” Consent Decree ¶ E(10); *see also United States v. IBT* (“*Carey and Hamilton Discipline*”), 22 F. Supp. 2d 135, 144 (S.D.N.Y. 1998), *aff’d*, 247 F.3d 370, 390 (2d Cir. 2001). “Prohibited knowing association . . . is established when contact is purposeful and not incidental or fleeting.” *United States v. IBT*, 824 F. Supp. 410, 414 (S.D.N.Y. 1993), *aff’d*, *DiGirlando*, 19 F.3d 816. “Purposeful contacts are prohibited even if no illegal purpose is demonstrated[, and p]urposeful contact may occur in either a business or social setting.” *Id.* (citations omitted). Knowing association may be inferred from the “duration and quality” of the association. *United States v. IBT* (“*Senese & Talerico*”), 745 F. Supp. 908, 918 (S.D.N.Y. 1990), *aff’d*, 941 F.2d 1292 (2d Cir. 1991); *United States v. IBT* (“*Cozza*”), 764 F. Supp. 797, 812 (S.D.N.Y. 1991).

For purposes of the Consent Decree’s associational ban, a person is considered to have been “enjoined from participating in union affairs” if he is either subject to a court order enjoining his participation in the affairs of the IBT or another union, *see United States v. Mason Tenders District Council*, 205 F. Supp. 2d 183, 190 (S.D.N.Y. 2002), or if he was permanently barred from membership in the IBT “pursuant to the disciplinary process established in the [C]onsent [D]ecree,” *United States v. IBT*, (“*Sombrotto*”), 266 F.3d 45, 51 (2d Cir. 2001). The effect of the Consent Decree’s associational ban on IBT members is clear: it prohibits IBT members from knowingly associating with any organized crime figure or any person who has been “enjoined from participating in union affairs.” Because the ban applies by its terms to current IBT members, the IRB and the Union may enforce the ban against current IBT members who knowingly associate with a prohibited person by bringing disciplinary charges for violation of the IBT Constitution.

The evidence shows that over a period of six years following Bane’s expulsion, Jackson had extensive telephone contact with Bane. *See* Ex. 3¹ (telephone records demonstrating that there were approximately 252 telephone calls between Bane’s home number and Jackson’s telephones).

Jackson readily admits to contact with Bane prior to his April 17, 2002 deposition, *see* Ex. 1 at 190-91, 194-95, 200; Jackson Br. at 6. Indeed, he admitted being in contact with Bane on the day prior to his deposition. IRB Ex. E at 7; Ex. 1 at 194. Jackson contends, however, that he was not informed that the ban against associating with Bane was in effect. Jackson Obj. at 6.

Jackson’s contention that he did not know of the associational ban prior to his deposition in April 2002, is not credible in light of his admissions that he attended the IRB hearing concerning Bane and learned that Bane had been permanently removed (Ex. 10 at 53, 67, 69), read the Bane decision and understood that Local 614 members could not have contact with Bane (Ex. 1 at 196-97), and read the decision in the *Teamster* magazine (*id.* at 198). None of these provided any basis for Jackson to believe that a stay of the ban was in effect. Moreover, as the IBT recognized in its decision, “[a]s a union officer, Jackson had a duty and responsibility to be informed about the rules governing the Local and the International Union.” IBT Decision at 11 (IRB Ex. E.). Accordingly, the IRB properly upheld the IBT’s decision that Jackson’s contacts with Bane prior to the April 2002 deposition were “intentional, and that Jackson knew or should have known of Bane’s bar.” *Id.*

As to the period after April 2002, Jackson claims that “he no longer had any contact with Bane in any fashion.” Jackson Obj. at 6-7. The evidence, however, is to the contrary. For a period of four years after Jackson’s deposition, records show 114 telephone calls between Jackson’s cell phone and Bane’s home phone, of which 40 were three minutes or longer. Ex. 3, 4; IRB Ex. E at 8, 12. Jackson implausibly maintains that none of those calls was with Bane, but rather the calls were limited to conversations with Bane’s sons who were members of the IBT. He also claims that he let all calls from Bane’s number go to voicemail so that he could first determine who was calling and that he never initiated any conversations with Bane. Jackson Obj. at 5, 7-8.

Based on the evidence presented, the IBT had more than ample basis to reject Jackson’s explanations for the scores of telephone contacts between his phone and Bane’s. As discussed more fully in the Chief Investigator’s brief, the telephone records themselves undermine Jackson’s claim. *See* Chief Investigator’s Brief (“Chief Investigator Br.”) at 9-11. For example, the records demonstrate that contrary to Jackson’s assertion, he did not let all calls from Bane go directly to voicemail. There were at least 20 calls from Bane’s home in that period that exceeded three minutes – significantly longer than would be necessary to leave a voicemail message. *See* Ex. 34; IRB Ex. E at 9. Similarly, Jackson’s claim that he called Bane’s home for the purpose of speaking to Bane’s son, Joe Bane, Jr., is undermined by telephone records showing that he spoke to Bane’s son on

¹ “Ex.,” followed by a number, refers to exhibits attached to the IRB’s report recommending charges against Jackson. “IRB Ex.,” followed by a letter, refers to exhibits accompanying the IRB’s Application to this Court.

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**EMPLOYEE
FREE CHOICE ACT**



**EMPLOYEE
FREE CHOICE ACT**

Million-Member Mobilization for the Employee Free Choice Act

the son's own cellphone approximately 93 times, thereby demonstrating that he had direct access to Bane's son and did not need to call Bane's home to find him. *See* Ex. 30; IRB Ex. E at 10. Further undermining Jackson's story is the fact that on at least eight occasions, Bane's son's cellphone was in use during calls between Jackson and Bane's home, when Jackson was supposedly speaking to the son via the father's phone. *See* Ex. 22; IRB Ex. E at 10. In addition, the telephone records indicate that Jackson called Bane's home at least five times without first receiving a call from Bane's home, thereby undermining Jackson's claim that he never initiated a call to Bane after April 2002. *See* Ex. E at 10; Ex. 3. Thus, as the IBT recognized, Jackson's account of the phone calls "strains credulity." IRB Ex. E at 12. Given Jackson's admitted contacts with Bane between July 2001 and April 2002 — which would be sufficient to warrant the discipline imposed — as well as the extensive evidence of contacts after April 2002, it was not arbitrary or capricious for the IRB to uphold the IBT's finding that Jackson had knowingly associated with Bane after Bane was expelled from the Union.

B. Jackson Failed To Establish Any Procedural Defect in His Hearing

Jackson argues that the procedures at his IBT hearing were defective because he was allegedly denied counsel and the IBT did not grant him an adjournment to obtain counsel or to allow him to call witnesses. Jackson Br. at 2, 4-5.

Section 101 (5) (C) of the LMRDA "does not require that union disciplinary hearings incorporate the specific protections associated with judicial proceedings, including the right to be represented by counsel and the technical rules of pleading, procedure, and evidence." *Frye v. United Steelworkers of Am.*, 767 F.2d 1216, 1224 (7th Cir.), *cert. denied*, 474 U.S. 1007 (1985), *cited in United States v. IBT ("Kikes")*, 2007 WL 2319129 (S.D.N.Y. Aug. 9, 2007). Thus, although the IBT expressly provided Jackson with the opportunity to have counsel present, *see* IRB Ex. C, neither the LMRDA nor the IBT Constitution requires a right to counsel at internal union disciplinary proceedings. Thus, the denial of Jackson's requests for an adjournment to obtain counsel does not constitute a procedural defect.

Jackson's additional claim that he was unaware of his ability to call witnesses is similarly unavailing. Jackson was explicitly notified that he had the right to call witnesses. IRB Ex. C; Ex. E at 3-4, 6. In addition, the disciplinary provisions of the IBT Constitution (Article XIX, sec. 1(c) provide charged parties with the right to call witnesses, a fact Jackson would know as an experienced union official. *See* IRB Ex. E at 3-6. Accordingly, Jackson's challenge to the procedures employed in connection with his discipline is denied.

Finally, to the extent that Jackson claims that the IRB recommended charge against him was politically motivated and "a serious blow to intra-union democracy," (Jackson Br. at 2,8), based on Jackson's having run for Local 299

President against IBT General President James Hoffa, *id.* at 1, that claim is rejected. As the IBT pointed out in its papers, Hoffa was never a member of Local 299 and thus never ran for President of that Local. In any event, mere speculation and conclusory allegations are insufficient to establish bias. *Frye v. United Steelworkers of America*, 767 F.2d 1216, 1225 (7th Cir. 1985), *cert. denied*, 474 U.S. 1007 (1985) ("... charges that bias undermined the fairness of a disciplinary proceeding must be supported by specific factual allegations from which the operation of bias can be inferred."); *Cf., United States v. IBT [Simpson]*, 931 F. Supp. 1074, 1106 (S.D.N.Y. 1996) (dismissing Simpson's claim of bias against two IRB members where such claims were "based solely on Simpson's speculation and conclusory allegations."); *Yager v. Carey*, 910 F. Supp. 704, 715 (D.D.C. 1995) ("... specific factual allegations of bias that show that the panelists were incapable of hearing plaintiff's case impartially" are necessary to demonstrate an LMRDA violation (citations omitted)), *aff'd*, 1998 U.S. App. LEXIS 1984 (D.C. Cir. January 21, 1998); *United States v. IBT [Kikes]*, 2007 U.S. Dist. LEXIS 58792 *14-15 (mere conclusory allegations were insufficient to establish bias).

C. The Sanction Imposed Upon Jackson Is Not Arbitrary or Capricious

It is well settled that a "district court reviews penalties imposed by the IBT in accordance with the Consent Decree under an 'arbitrary and capricious' standard." *Boggia*, 167 F.3d at 120. In reviewing IRB sanctions, this Court asks only whether the sanction imposed represents an "allowable judgment" in the choice of the remedy. *United States v. IBT ("Wilson, Dickens, Weber")*, 978 F.2d 68, 73 (2d Cir. 1992) (citation omitted). "[T]he reviewing court should not overturn the ... choice of sanctions unless it finds the penalty unwarranted in law or without justification in fact." *Simpson*, 120 F.3d at 348 (citing *Wilson, Dickens, Weber*, 978 F.2d at 73); *see also United States v. IBT ("Bane")*, No. 88 Civ. 4486 (LAP), 2002 WL 654128, at *16 (S.D.N.Y. 2002) ("The relevant inquiry with respect to an IRB sanction is not whether the Court agrees or disagrees with it but rather is limited to whether the IRB made an allowable judgment in its choice of remedy.") (citation omitted), *aff'd*, 59 Fed. Appx. 424 (2d Cir. Mar. 13, 2003).

Jackson contends that the penalty should be reduced to a short suspension (Jackson Br. at 16), given the lack of proof, his status as a "prominent dissident," his record of service, and because of the "technical nature of the violation." (*Id.* at 11). Contrary to Jackson's contention, however, neither the IBT nor the IRB has treated contact with barred persons as a "technical violation." On the contrary, the issue is treated with the utmost seriousness given the pernicious effect of such contact on anti-corruption efforts. *See, e.g., Bane*, 2002 WL 654128, at *16; *Kikes*, 2007 WL 2319129, at *4; *United States v. IBT ("Vincent")*, 2007 WL 2948816, at *3 (S.D.N.Y. Oct. 5, 2007). It cannot be dis-

puted that permanent expulsion from the IBT represents an "allowable judgment" in the choice of sanction because it is expressly authorized by the IBT Constitution. *See Kikes*, 2007 WL 2319129, at *4; *Boggia*, 167 F.3d at 120 (rejecting challenge to permanent expulsion; "There is no dispute that the IBT Constitution provides that a member may be stripped of membership rights if found guilty of misconduct."); *Carey & Hamilton*, 247 F.3d at 390 (rejecting challenge to permanent expulsion; "[T]he penalty has a basis in the IBT rules and the Consent Decree."); *Senese & Talerico*, 745 F. Supp. at 919 ("it is well within the power of the Independent Administrator to impose lifetime suspension") (citing section 101(a)(5) of the LMRDA, 29 U.S.C. 411(a)(5)). Accordingly, the choice of sanction here was not "unwarranted in law." *Simpson*, 120 F.3d at 348.

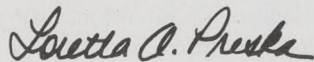
Jackson's argument that his sanction should be overturned because it is more severe than that imposed on other IBT members is likewise flawed. As this Court has specifically held, "it is well established that sanctions given in other cases are not relevant to the Court's inquiry as to whether a particular sanction is unwarranted or without justification." *Bane*, 2002 WL 654128, at *16 (citing *United States v. IBT (Giacumbo)*, 170 F.3d 136, 144 (2d Cir. 1999) ("Uneven application of sanctions does not normally render the sanction imposed in a particular case arbitrary or capricious.")); *Kikes*, 2007 WL 2319129, at *4 (same); *see also United States v. IBT (Sansone)*, 981 F.2d 1362, 1372 (2d Cir. 1992) ("the apparent discrepancy between the penalty imposed here and those imposed in other cases does not inexorably compel the conclusion that the Independent Administrator acted arbitrarily and capriciously"); *Carey & Hamilton Discipline*, 22 F. Supp. 2d at 142 ("Even assuming that Carey could demonstrate some discrepancy between the penalty imposed upon him and the penalties imposed in prior proceedings, it is the province of the IRB to determine the appropriate punishment in each proceeding."). Accordingly, the sanction imposed against Jackson by the IBT and found "not inadequate" by the IRB is affirmed.

CONCLUSION

The IRB's decision is affirmed in all respects.

SO ORDERED:

Dated: New York, New York
February 25, 2008



Loretta A. Preska, U.S.D.J.

REPORT 109 TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Benjamin R. Civiletti

Joseph E. diGenova

William H. Webster

DATED: July 31, 2008

I. INTRODUCTION

This is the Independent Review Board's ("IRB") One Hundred and Ninth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including the progress of existing charges about which we have previously informed you.

II. PROGRESS OF EXISTING CHARGES

A. DON HAHS - BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that Don Hahs, an officer of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a Division of the Teamsters Rail Conference, allegedly violated his fiduciary duties to the BLET and its members, embezzled and converted BLET funds and property to his own use and the use of others, and brought reproach upon the IBT while President of the BLET by embezzling over \$58,000 from the BLET.

General President Hoffa filed the charges and a panel was appointed to hear the charges against Mr. Hahs. The IBT held a hearing on February 4-5, 2008. On March 14, 2008, Mr. Hoffa issued his decision removing Mr. Hahs from his current position in the BLET until his current term of office has expired in 2010, suspending him from membership in the BLET and the IBT for a period of one year, and requiring payment of a fine of \$44,963.97.

On May 13, 2008, the IRB notified Mr. Hoffa and Mr. Hahs that it found the IBT decision to be not inadequate. On June 19, 2008, the IRB made Application 131 to the district court for Judge Preska's review. The matter is with Judge Preska.

B. ISAAC NIKO - LOCAL 85, SAN FRANCISCO, CALIFORNIA

In the last issue of the *Teamster* magazine we reported that Local 85 member Isaac Niko allegedly brought reproach upon the IBT by assaulting a Local 85 member outside Local 85's union hiring hall in San Francisco on February 15, 2008. In addition, the report recommended that he be charged with assaulting another Local 85 member while they were working at the Moscone Convention Center in 2006. Mr. Hoffa filed the charges, a panel was appointed to hear the charges, and a hearing was held on July 31, 2008.

C. STACEY SPALDING – LOCAL 215, EVANSVILLE, INDIANA

We have previously informed you that Stacey Spalding, a member of Local 215, allegedly brought reproach upon the IBT by failing to appear for her scheduled in-person sworn examination. The charge was filed, a hearing was held and she was found guilty of the charge. She was permanently expelled from membership in the union; permanently barred from participating in any manner in any of the activities or affairs of Local 215 or any other IBT entity; permanently barred from holding any union office; and permanently barred from accepting compensation of any kind except fully vested pension or welfare benefits. The IRB notified the Local 215 Executive Board that it found the decision of June 19, 2008, not inadequate.

D. JAMES D. JACKSON – LOCAL 299, DETROIT, MICHIGAN

We have previously informed you that James D. Jackson, a member of Local 299, allegedly brought reproach upon the IBT and violated his membership oath when from July 26, 2001 to January 19, 2006, while an IBT member, he had knowing and purposeful contact with Michael C. Bane, who had been permanently barred from the IBT on July 17, 2001. General President Hoffa adopted the charge, a panel was appointed to hear the charge against Mr. Jackson, and a hearing was held. On May 23, 2007, Mr. Hoffa permanently barred Mr. Jackson from the IBT.

On September 11, 2007, the IRB notified Mr. Hoffa, Mr. Jackson and counsel for Mr. Jackson that it found the IBT decision to be not inadequate. The IRB made Application 129 to Judge Preska, who on February 25, 2008, determined that the IRB's decision was affirmed in all respects. Judge Preska's order is printed in this issue of the magazine.

E. PASQUALE J. GUARNIERO – LOCAL 456, ELMSFORD, NEW YORK

We have previously informed you that Pasquale J. Guarniero, a member of Local 456, allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. The charge was filed and thereafter Mr. Guarniero appeared for his sworn examination but refused to answer many questions. On May 14, 2008, the Local 456 Executive Board expelled Mr. Guarniero from membership in the Union, permanently barred him from participating in the affairs of the Union and from seeking or accepting money or any goods or services from Local 456, the IBT or any other IBT affiliate, and prohibited him from having contributions made on his behalf to any benefit funds by Local 456 or any other IBT-affiliated entities. On June 11, 2008, the IRB notified the Local 456 Executive Board that its decision was not inadequate.

F. FRANCIS J. GILLEN – LOCAL 500, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Francis (Frank) J. Gillen allegedly brought reproach upon the IBT and failed to cooperate with the IRB while International Vice President, Joint Council 53 President, Pennsylvania Conference of Teamsters President and Local 500 President, when during his sworn examination on February 1, 2007, he gave intentionally false testimony concerning his association with permanently barred member Thomas Ryan. In his sworn testimony he lied about his numerous contacts with Ryan after Ryan was barred.

On August 3, 2007, Mr. Gillen was barred by Mr. Hoffa from holding office for five years and from membership in the IBT for three years. The IRB found the decision to be not inadequate and made Application 128 to Judge Preska. By order of July 14, 2008, Judge Preska granted the IRB's application 128 and upheld the IRB's not-inadequate finding with respect to the charge against Mr. Gillen.

G. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly brought reproach upon the IBT, breached his fiduciary duties and interfered with the union's legal obligation to comply with the March 14, 1989 Consent Order when he failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

On December 11, 2007, Mr. Hoffa issued his decision that Mr. Hogan be suspended from office in Local 714 for six months. On January 23, 2008, the IRB notified Mr. Hoffa that it found the December 11, 2007, decision to be inadequate both as to the fact finding and the sanction imposed. After Mr. Hoffa declined to modify his decision, the IRB held a new hearing on April 2, 2008.

While the IRB was in the process of issuing a decision, the IRB was contacted by counsel to Mr. Hogan suggesting an agreement. Thereafter, the IRB received an agreement between Mr. Hogan and the IRB. Mr. Hogan agreed to permanently resign all positions with Local 714 and Joint Council 25 and for a period of two years he would not hold any officer position with the IBT or any IBT affiliated entity. He further agreed not to be an officer or employee of Local 727 for five years. On July 31, 2008, the IRB made Application 133 to Judge Preska for review.

H. LOCAL 714 - BERWYN, ILLINOIS

We have previously informed you that the IRB recommended to General President Hoffa that Local 714 be placed in trusteeship. The report concluded that the Local

was being conducted in a manner to jeopardize the interests of the Local, the Local was not being run for the benefit of the members, and at five Local 714 employers the Local failed to perform duties of a bargaining representative.

The report further concluded that Local 714 principal officer Robert A. Hogan and President James M. Hogan jeopardized the Local's interests by failing to monitor, investigate and take appropriate action regarding the likelihood of Robert Riley's violation of the Consent Order by continuing his lifelong, close relationship with William T. Hogan, Jr. after hiring Mr. Riley following William T. Hogan, Jr. being barred from the union.

In addition, by failing to perform the duties of a collective bargaining representative at five companies, there were non-union workers performing bargaining unit work. The Local acquiesced in the employers' use of the non-union workers for whom no dues were paid to the Local and no employer benefit fund contributions were made.

Mr. Hoffa appointed a hearing panel to determine whether a trusteeship should be imposed, and a hearing scheduled for April 21, 2008, was adjourned. On June 8, 2008, Mr. Hoffa appointed a temporary Trustee to manage the day-to-day operations of Local 714, effective June 11, 2008. A hearing has been scheduled for August 4, 2008.

I. CHRIS LANSER – LOCAL 813, LONG ISLAND CITY, NEW YORK

In the last issue of the *Teamster* magazine we reported that Local 813 member Chris Lanser allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. Local 813 filed the charge and a scheduled hearing was canceled when Mr. Lanser signed an agreement in which he agreed to permanently resign from the IBT and Local 813. On July 24, 2008, the IRB by Application 132 forwarded the agreement to Judge Preska for review.

III. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 85 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

IV. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001



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INTERNATIONAL BROTHERHOOD OF TEAMSTERS

NOVEMBER/DECEMBER 2008

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A photograph of Barack Obama smiling and speaking at a podium. He is wearing a light blue checkered shirt. To his left, a man in a black t-shirt with "TEAMSTERS for OBAMA" is clapping. Other people are visible in the background, some also clapping. The podium has a blue sign with the Obama campaign logo and text.

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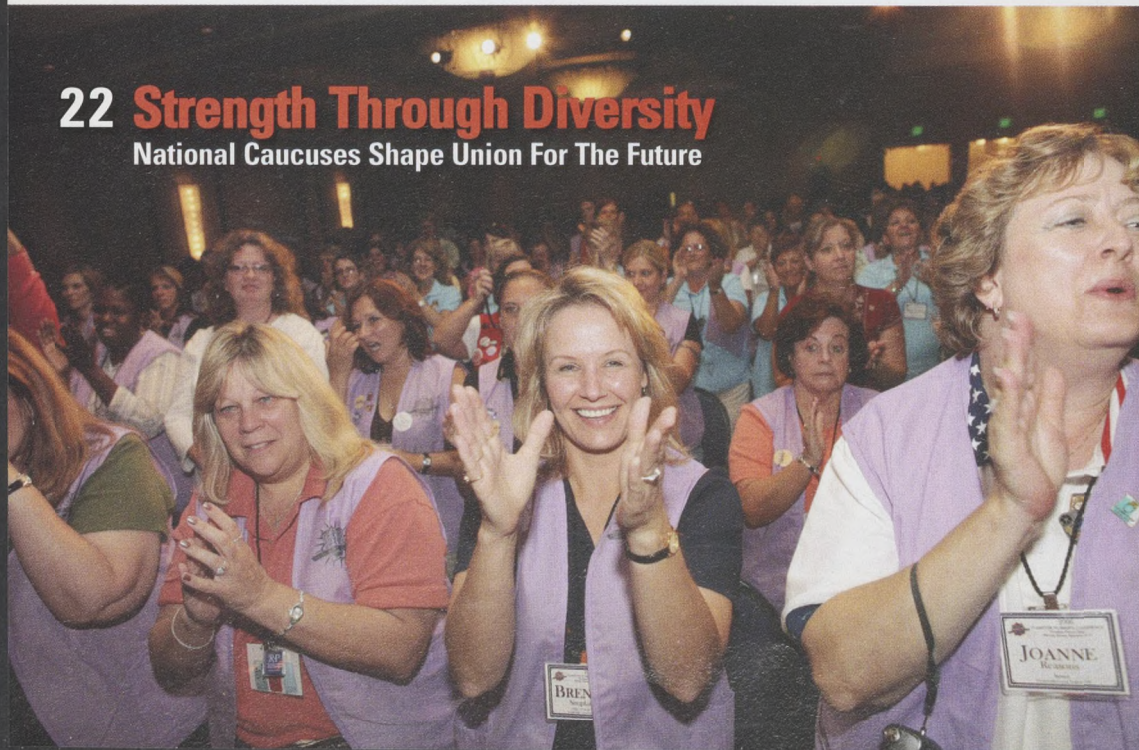
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25 Louisiana Avenue, NW,
Washington, DC 20001-2198
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A MESSAGE FROM THE GENERAL PRESIDENT

VOTE!

Jobs are vanishing in the United States at the fastest pace in years, and the unprecedented \$700 billion bailout of Wall Street has left many on Main Street without help. The bailout fails to allow bankruptcy judges latitude in keeping people in their homes or address concerns about pension security—provisions the Teamsters called for.

As union members working under Teamster contracts, we have done better than most middle-class workers. But the Bush administration's war on working men and women has affected all of us.

That is why I am asking you to talk to your Teamster brothers and sisters, your family and friends about Barack Obama and how his plan for the economy actually takes the middle class and working families into consideration—while McCain's plan continues to favor the wealthy and big business.

This is the same McCain who's been hostile to American workers for the last 26 years. John McCain may be a war hero, but he's no hero to today's working men and women. Just look at his record.

McCain's Record

He voted to cut overtime. He voted against the Employee Free Choice Act. He voted against

extending unemployment benefits. He voted to allow unsafe Mexican trucks on our highways. He voted to kill the minimum wage—19 times. He supports NAFTA, CAFTA and sending American jobs overseas. He even crossed a strike line in January to appear on "The Tonight Show."

It was even more unbelievable to hear him say he's going to "put an end to the reckless conduct, corruption and unbridled greed that has caused a crisis on Wall Street." McCain and his pals were the ones responsible for the reckless conduct on Wall Street. In 1999, John McCain voted for a bill to get rid of safeguards against reckless speculation by banks. That bill became law. It was sponsored by his good friend and top economic adviser, Phil Gramm—the man who said America is a "nation of whiners" facing a "mental recession."

McCain is right when he says we're the victims of greedy Wall Street speculators. Trouble is, McCain's been fighting on their side ever since he got to Washington.

On November 4, remember to vote. And make sure you vote for the candidate that has voted for you.

James P. Hoffa





Politically Correct

Teamsters Train for Activism

Matt Emmick, a dedicated Teamster organizer and business agent with Local 71 in Charlotte, North Carolina, is always looking to increase his knowledge so he can share it with his local's members. That's why Emmick recently traveled to the International Union's headquarters in Washington D.C. for an Election 2008 Activist Training presented by the Department of Field Action.

For Emmick, it was well worth battling hours of traffic to learn how politics, messaging and Teamster participation can make the difference for labor and for the future of our nation.

"We had speakers, role playing and a great workshop on election law. The messaging workshop had broad applications for communicating with the members, for communicating as a union," Emmick said.

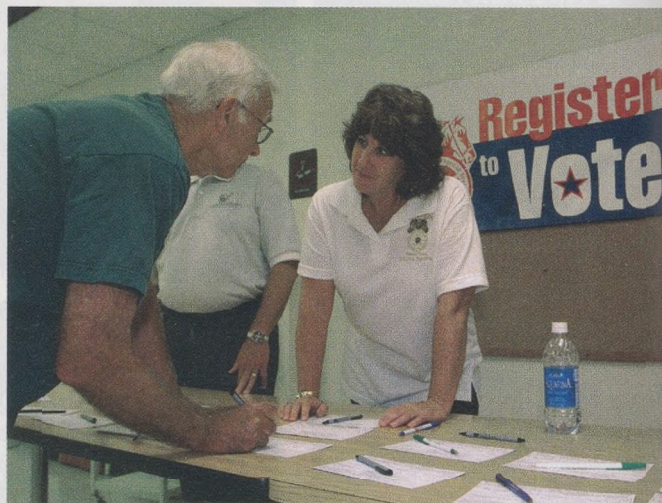
Starting in July, the Teamsters "political caravan" made

four stops in Nevada, Florida, Ohio, Illinois and Washington, D.C., where local union political coordinators and activists learned how to talk politics and get Teamsters out to vote.

"We had a great turnout and interest in these workshops, which got our members mobilized, and enabled us to turn out the vote in November," said Christy Bailey, Director of the Field Action Department. "We talked about the importance of getting people registered to vote, getting the word out on Sen. Barack Obama, building an infrastructure, and ongoing efforts to work toward getting EFCA and other critical legislation passed."

Issues that Matter

"I thought the training was fantastic. I wish I had known about this before, during our governor's race in 2006," said Dennis Kashi, a business agent and political coordinator with Local 436 in Valley View, Ohio, a historically critical state for



presidential elections. "The Wellstone training was really good; it taught us how to be sensitive to people's viewpoints and effectively talk to members about the issues that matter."

Representatives from Wellstone Action, a national center for training and leadership development for the progressive movement, presented information on how communication and effective messaging can mobilize Teamster members.

Whether it's talking about voter registration; the Employee Free Choice Act; DRIVE—the Teamsters' political action

committee; or a variety of issues that matter to labor, the workshops provided the skills to accomplish those goals.

"I took away a better understanding of the part we, as Teamsters, play in politics and how to get more involved in politics," said Brian Lytle, a business agent with Local 414 in Fort Wayne, Indiana. "It will definitely help all of us in the long run getting involved."

For more information, visit www.teamster.org/DRIVE.

GENERAL EXECUTIVE BOARD

James P. Hoffa
General President
25 Louisiana Ave. N.W.
Washington, D.C. 20001

C. Thomas Keegel
General Secretary-Treasurer
25 Louisiana Ave. N.W.
Washington, D.C. 20001

VICE PRESIDENTS AT-LARGE
Randy Cammack
845 Oak Park Road
Covina, CA 91724

Fred Gegare
1546 Main Street
Green Bay, WI 54302

Ken Hall
267 Staunton Ave. S.W.
South Charleston, WV
25303

Carroll E. Haynes
50 Calhoun Avenue
New Rochelle, NY
10801

Fredrick P. Potter Jr.
3400 Highway 35
Executive Plaza, Suite 7
Hazlet, NJ 07730

Fred Simpson
20300 Civic Center Dr.
Suite 320
Southfield, MI
48076-4169

George Tedeschi
25 Louisiana Ave. N.W.
Washington, D.C. 20001

TEAMSTERS CANADA
Robert Bouvier
President
Teamsters Canada
2540 Daniel Johnson
Suite 804
Laval, Quebec
Canada H7T 2S3

Tom Fraser
1890 Meyerside Drive
Mississauga, Ontario
Canada L5T 1B4

Don McGill
490 E. Broadway
Vancouver, B.C.
Canada V5T 1X3

CENTRAL REGION
John T. Coli
5940 W. Montrose Ave.
Chicago, IL 60634

Patrick W. Flynn
4217 South Halsted St.
Chicago, IL 60609

Cheryl Johnson
25 Louisiana Ave. N.W.
Washington, D.C. 20001

Walter A. Lytle
2644 Cass Street
Fort Wayne, IN 46808

Gordon Sweeton
1601 Maiden Lane
Joplin, MO 64802

EASTERN REGION
Jack Cipriani
P.O. Box 35405
Greensboro, NC 27425

William Hamilton
2845 Southampton Rd.
Philadelphia, PA 19154

Daniel J. Kane Sr.
1308 Pierce Street
Rahway, NJ 07065

John Murphy
348 D Street
Boston, MA 02127

SOUTHERN REGION
Tyson Johnson
1007 Jonelle Street
Dallas, TX 75217

Ken Wood
5818 E. MLK Jr. Blvd.
Tampa, FL 33619

WESTERN REGION
J. Allen Hobart
14675 Interurban Ave. S.
Suite 301
Tukwila, WA 98168

Chuck Mack
P.O. Box 2270
Oakland, CA 94621

Jim Santangelo
818 S. Oak Park Road
Covina, CA 91724

TRUSTEES
Ferline Buie
2120 Bladensburg
Rd. N.E.
Washington, D.C. 20018

Frank Gallegos
207 North Sanborn Rd.
Salinas, CA 93905

Henry B. Perry Jr.
976 E. Brooks Ave.
Memphis, TN 38116

Disaster Relief

Union Donates \$200,000 to Iowa Flood Victims

When record floods hit Iowa in June, more than 40,000 people's lives were sent into a tailspin as their homes and businesses were, in some cases, literally washed away.

The aftermath of the flood left thousands without access to the supplies they would need to survive. Working in tandem with the Red Cross, hundreds of Teamsters mobilized in Iowa, donating their time, energy and equipment to provide humanitarian aid.

Teamster locals and Joint Councils from across the Midwest donated drivers and trucks to assist in the efforts. Gary Dunham, Secretary-Treasurer of Local 238 in Cedar Rapids, Iowa, started a disaster relief fund and donated space for staging for the relief efforts. Dunham oversaw an operation that covered the entire state.

"It was a crisis not only for Iowa Teamsters, but thousands of families in the state," Dunham said. "We managed to get through it with the support of President Jim Hoffa, Secretary-Treasurer Tom Keegel and



Joint Council 32 President Sue Mauren."

People Helping People

Teamsters have made a tradition of responding in times of need. The Teamsters Disaster Relief Fund was established in 1991 and is overseen by International Vice President Cheryl Johnson, who also serves as the Director of the union's Human Rights Commission.

"At its very core, our union is about people helping people," Johnson said. "We have worked very hard to establish a network of partners and members that can quickly respond

to help those in need."

When the flood waters rose near Cedar Rapids, the Teamsters responded to the Red Cross' call for help, as the warehouse storing the relief supplies in Waterloo, Iowa needed to be moved to better coordinate distribution. The Teamster volunteers, using trucks donated by their employers, relocated all the supplies to Cedar Rapids in one day. The supplies were stored in and distributed from a 200,000 square foot warehouse that was fully staffed by union volunteers.

The volunteers were integral to the success of the relief efforts, loading and unloading as many as 60 truckloads of supplies a day and delivering them to families in need.

"We would like to thank the Teamsters for all the support during this disaster," said Michelle Long, a resident and flood victim from Cedar Rapids. "The water, food and other supplies were greatly needed and appreciated."

"The experience renewed my faith in the fact that when tragedy strikes on a giant scale, people step forward in giant ways," Dunham said.

For more information and to find out how you can help, visit www.teamster.org/info/disasterrelief.



Computer Class

Teamsters and Wayne State University Partner for Training

THE TEAMSTERS UNION'S Training and Development Department conducted a Teamsters Leadership Academy on Microsoft software programs in conjunction with Wayne State University (WSU) in Detroit. The program, held June 30-July 2, included 25 participants from locals and Joint Councils throughout the United States and Canada, as well as from the BLET, BMWED and Graphic Communications Conference.

Crystal Leigh, Master Microsoft Trainer, covered an introduction to software programs in Microsoft 2007, including Word, Excel, PowerPoint and Outlook. The program was held in a computer lab at Wayne State University that was arranged by Hal Stack, the university's Labor Studies Center Director.

"The facilities at Wayne State were fabulous, and we appreciate the assistance and support we received from Director Stack and others at the university," said Cindy Impala, Director of the Teamsters Training and Development Department.

"We hope to have more programs of this type for Teamsters. We have had many requests for computer training and our department is trying to address the needs of our affiliates as they see them," said Shawn Ellis, Central Region Coordinator for the Training and Development Department.

The Teamsters Leadership Academy consists of a number of training programs for Teamster officers, business agents and staff. The programs are held at the International Union's headquarters in Washington, D.C. and regionally throughout the United States.

For more information on the programs of the Teamsters Training and Development Department, visit www.teamster.org/info/training.



Addressing Misconceptions

Republican Representative Talks About Partnering with Labor

Teamster magazine recently spoke with Rep. Frank LoBiondo (R-NJ) about issues relating to labor and Republicans:

Soon after you first arrived in the House of Representatives, you helped to defeat the so-called TEAM Act, which would have brought back "company unions," and you have been a strong supporter of the cross-border truck safety issue. How did you find working with the Teamsters Union on these issues?

The Teamsters Union has been a critical partner for me in these and countless other issues that affect working men and women. Under the leadership

of General President Jim Hoffa and his team, the Teamsters have had a strong presence on Capitol Hill and a powerful voice in ensuring fair operating and trade practices, particularly between the U.S. and Mexico. The Teamsters Union continues to provide me with guidance and support when working on legislation important to its members and, for that, I am continually grateful.

Would you like to address the misconception that the labor movement only supports Democrats or that Republicans always side with big business?

Absolutely. It has long been a misconception that Republi-



cans do not support working men and women—a misconception I and roughly 45 of my colleagues in the House have aggressively fought against by creating the Republican Working Group on Labor. As Co-Chairs, Rep. Steve LaTourette (R-OH) and I have been constant and strong voices on behalf of working families, often alongside Democrats on issues important to the Teamsters and their brother unions. Just in the past few years, it has been our Working Group that has ensured Davis-Bacon

wages are protected, pushed through an increase in the federal minimum wage, and supported the Employee Free Choice Act. Unfortunately, some in the labor movement have historically overlooked the Republican support for their issues, thus reinforcing the misconception.

What can Republicans do to convince working-class Americans that they care as much about them as Democrats?

I think there is blame to be found with both Republicans and with some in the labor movement. Often to our own detriment, Republicans cast issues in terms of management vs. employees. The reality is that everyone is affected, not just the employees, should a company file for bankruptcy or shift operations overseas. Each side should have a seat at the table or a voice in crafting public policy, and I think Republicans and Democrats sometimes forget to consider and evaluate the opposing view on their own merits.

Likewise, some members of the labor movement will only highlight the work that Democrat officials are making on their behalf. But with a 45-person-strong membership in the Republican Working Group on Labor and countless successes being achieved through bipartisan cooperation, it is a disservice to working men and women by their leadership to not hear of the genuine support by some Republicans, such as myself, for their causes. That is why I am appreciative of the Teamsters Union for their continued support of me.

Yellow/Roadway Merger

Teamsters to Review and Monitor YRC Plans to Combine Yellow and Roadway Operations

THE INTERNATIONAL Brotherhood of Teamsters will closely review the September announcement by Yellow Worldwide Inc. [Nasdaq: YRCW] that it will combine its Yellow and Roadway freight operations over the next 18 months.

"The Teamsters Union will carefully monitor the potential impact on the jobs and conditions of our members," said Tyson Johnson, International Vice President and National Freight Director. "There is a process outlined in the National Master Freight Agreement that the union will utilize to ensure that our member's are treated

fairly throughout what will inevitably be a very difficult process."

The economy in the past two years has not been supportive of growth in the freight industry. In 2007, it was the third year of flat or negative demand for freight transportation services of all modes. Record fuel costs continue to negatively impact margins. The housing and auto slump have reduced the demand for freight shipments as has the manufacturing turnaround and rising unemployment. These are trends that are not likely to see substantial improvement in the remainder of the year.

While the Teamsters Union recognizes that the Bush administration's economic policies have had a dramatic negative effect on freight and the entire transportation sector with high fuel prices and reduced economic activity, the union will fight to preserve members' jobs and benefits in this restructuring through vigorous enforcement of the freight contract negotiated earlier this year.

For more information, visit www.teamster.org/info/freight.

New Day At Quebecor

Workers Now Have Dues Check Off

More than 650 workers at Quebecor's Clarksville, Tennessee printing facility are now working under a new and improved collective bargaining agreement. Workers recently ratified a four-year contract that has resulted in a more unified bargaining unit, increased union membership and the retention of the 401(k) plan.

"Considering we are in a right-to-work state, what we have in this new contract is phenomenal," said Paul Allen, an 18-year employee of the bindery department and shop steward for GCC Local 290-M.

Some of the contract gains at Quebecor/Clarksville:

- Dues check off;
- Opt-out, opt-in language for health and welfare;

- Additional stewards recognized in departments;
- Adjustments in pay to more than 100 jobs;
- Grievance procedure greatly enhanced; and
- Extra week of vacation for workers with more than 25 years of service.

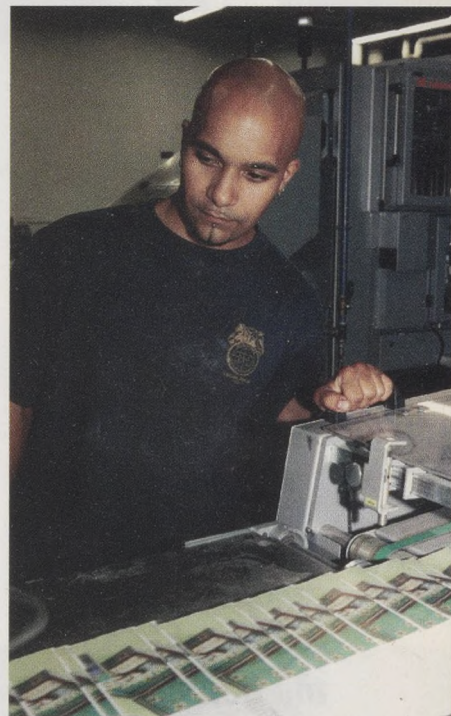
The opt-in, opt-out option for health insurance was a major milestone for the contract. Essentially, if the local union can find a better benefits package that costs less than what is currently in the company's plan, the local union can opt-out of the company plan.

A Stronger Bargaining Unit

"It was inspiring to see this negotiating team act as one throughout the process," said

Tom Jolley, chief negotiator for the local union and an organizer for the Graphic Communications Conference. "Their enthusiasm also caused many of their coworkers to start making their voluntary dues payments. In a state such as Tennessee, which is a right-to-work state, union participation can be slow going, but even before the contract was ratified and the dues check-off procedure was in place, workers were seeking out the union and paying their dues."

Now, with nearly 50 percent of the unit consistently paying dues, the local can afford an office and a meeting hall where they can hold regular meetings. Attendance at their meetings has steadily and quickly increased.



"I think the combination of increased member support, and support from the Teamsters Union for the GCC since the merger, is strengthening us," said Greg Sunby, a 12-year maintenance department employee and Recording-Secretary of GCC Local 290-M.

"We worked hard and I believe this is the best union contract that we've had at this facility," said David Black, an 18-year press room employee and President of the local union. "And gaining a stronger, more unified bargaining unit has been one of the best outcomes of the new contract."



For more information on the Graphic Communications Conference of the Teamsters Union, visit www.teamster.org/info/GCC.



Memphis Ready Mix Drivers Teamsters Again

Local 984 Fights Back After Company Pushes for De-Cert

"I want to get the company back to the table and the benefits back to the workers. I want to get their dignity and respect back."

—TERRY LOVAN, LOCAL 984
PRESIDENT

Nathaniel Jones is glad to be a Teamster again. Until earlier this year Jones was a shop steward at Memphis Ready Mix. He's worked for the company for 28 years and lived through the company's refusal to negotiate a new contract, its bitter fight to oust the union and Local 984's eventual victory to represent the workers once again.

"I feel great," Jones said about being a Teamster again. "I've never worked nonunion."

The problems with Memphis Ready Mix started back in March 2006, when the workers' contract expired, said Local 984 President Terry Lovan. The company, whose drivers had been covered by Teamster contracts since the 1970s, decided to drag out negotiations and was unwilling to budge. "Negotiations went on for 18

months and then they started implementing votes to withdraw recognition," Lovan said.

The company brought in a union-busting law firm out of Chicago and brought in managers from the company's corporate headquarters, Buzzi Unicem USA, to try to intimidate workers. In November 2007, during the height of the decertification campaign, the company even went on a hiring spree. It hired more than a half-dozen drivers who would vote against the union. Still, the union drivers stuck together and defended their union.

The final straw came in February 2008, when Memphis Ready Mix's corporate parent purchased Memphis's City Concrete Co. for \$7.2 million. All of a sudden Memphis Ready Mix doubled in size, growing from 58 employees to

119. And like in every merger, the new employees were worried about keeping their jobs in the new company.

Shortly after the acquisition, the company withdrew its recognition of the Teamsters Union as the bargaining agent for the workers.

But Jones, Lovan and the Teamsters of Local 984 were not going to take the defeat lying down.

Re-Organizing

They began to organize two-man teams to take union information to the drivers and began gathering union authorization cards. With the decertification out of the way, the company "began weeding out workers from City Concrete," Lovan said. "And then we ended up with a majority anyway."

Still it wasn't easy, Jones said. "A lot of the drivers were anxious. And on some of them, the company used scare tactics. They were afraid to vote for the union. I think the local handled everything great. We had people we know come down here and help us and we had the people who were already in there."

The election results came in May 1 and no objections were filed by the company. Lovan is working on dates to resume contract negotiations.

"I want to get the company back to the table and the benefits back to the workers. I want to get their dignity and respect back," Lovan said.



Waste Watch

Teamsters Monitor Possible Republic, Allied Merger

The Teamsters Union is carefully monitoring and analyzing the announced merger of Republic Services Inc., the third largest waste and recycling company in the country, and Allied Waste Industries Inc., the second largest such company.

"I realize our members at Allied and Republic must be anxious about this possible merger," said Bob Morales, Director of the Teamsters Solid Waste, Recycling and Related Industries Division. "We understand members' concerns and we are taking a comprehensive approach—we'll be talking to shareholders about our concerns, contacting state officials and doing economic and environmental assessments—all in an effort to make sure our members' jobs and interests are protected.

"We have put together legal, financial and strategic experts to monitor the latest developments and the potential impacts on our members," Morales said. "At this point there are a lot of unknowns but as we develop information and gain insight, we will share that with local union leaders and our members."

Shortly after the possible Allied and Republic merger was announced, Waste Management Inc. announced that it wanted to buy Republic. However, Republic has rejected Waste Management's hostile \$6-billion-plus offer and said its planned purchase of Allied will be better for shareholders.

The Teamsters Union represents about 3,000 workers at Republic, about 6,000 at Allied Waste and about 8,700 workers at Waste Management.

Stay Informed

If Allied and Republic move forward with their plans to merge, the combined company would be the waste industry's second largest company after Waste Management. If Republic accepts Waste Management's offer instead, Waste Management, already the nation's largest waste corporation, will dominate the industry even more pervasively. This could lead to more anti-trust scrutiny and possible divestitures of operations imposed by the Department of Justice.

The Republic/Allied trans-



action, if it clears regulatory hurdles and is approved by shareholders of both companies, is expected to close by the fourth quarter of 2008. The companies claim the merger will generate about \$150 million in annual savings by the third year following the completion of the merger.

Republic said it plans to merge with Allied Waste for

\$6.24 billion in stock, creating a \$12-billion waste and environmental services company. Allied CEO John Zillmer and CFO Pete Hathaway announced that they will leave after the completion of the merger.

For more information, visit www.teamster.org/info/wastemerger.

IN MEMORIAM

Teamsters Mourn Dr. Michael DeBakey, Medical Pioneer and Union Supporter

On July 11, the medical community and Teamsters Union alike lost a comrade, pioneer and friend when Dr. Michael DeBakey, who helped to develop open heart surgery, passed away. He was 99.

Known the world over for his work in cardiovascular medicine, DeBakey strongly supported the Teamsters Union through his active role on the Teamsters Medical Advisory Committee where he was often asked to give expert medical advice to help advance labor conditions for working Americans. During his career, he performed more than 60,000 cardiovascular procedures on patients ranging from former Russian President Boris Yeltsin to

rank-and-file Teamsters.

"Dr. DeBakey opened the doors to any type of expertise that we needed in the medical field," said R.V. Durham, former International Vice President, Teamsters Freight Director and Health and Safety Director, who worked closely with DeBakey.

Among his many labor-related accomplishments, DeBakey paved the way for men and women with prosthetic limbs to become qualified by the Department of Transportation to drive large vehicles, ending long-time discrimination against individuals with disabilities.

DeBakey also led a fight to ban the use of diesel-powered lifts and other heavy diesel-powered machinery because of the health risks such equipment posed through the emissions of carcinogens into the air.

Dr. Donald Dawson, current chairman of the Teamsters Medical Advisory Committee, commended DeBakey for his loyalty to the medical profession, as well as to the Teamsters Union. "I don't think we'll ever be able to duplicate the dedication he gave us. A man of his reputation will be hard to match," Dawson said.

For more information on the Teamsters Safety and Health Department, visit www.teamster.org/info/safetyandhealth.

McCain: Enemy of Labor

REPUBLICAN NOMINEE'S
SHAMEFUL LABOR RECORD

AP/Worldwide



Sen. John McCain deserves our respect and gratitude for his service to our country. But he should not get our vote.

"What really concerns me about John McCain is that he will continue George W. Bush's failed economic policies. Again and again, he has sided with corporate special interests instead of the middle class."

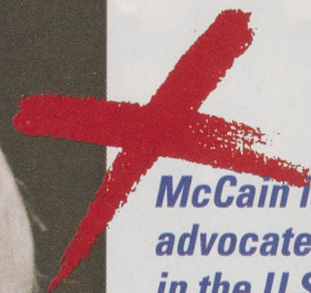
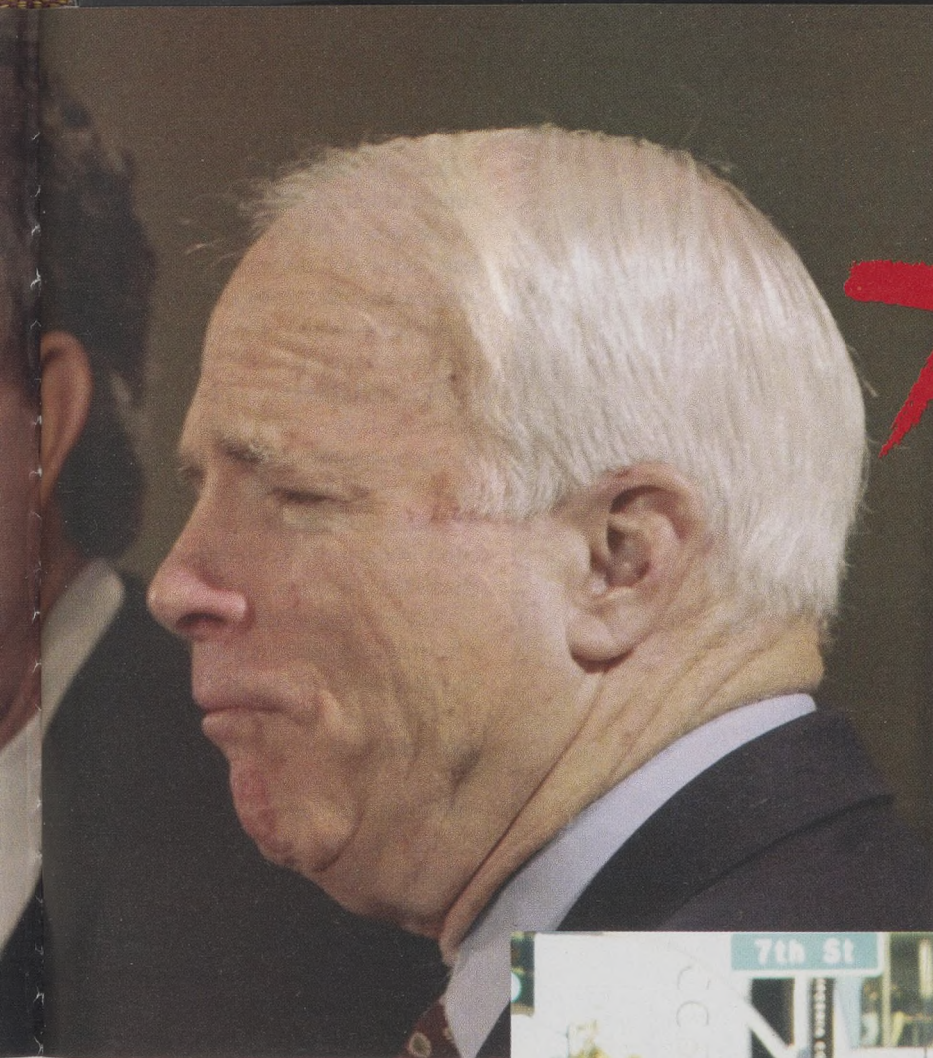
— JIM HOFFA, TEAMSTERS
GENERAL PRESIDENT

McCain is completely out of touch with the problems faced by working families. If elected president, he will continue George Bush's policies that led to job loss, huge deficits and inflation. Though McCain served in the military more than 25 years ago, his understanding of serious foreign policy matters is often shaky.

"Looking at the problems facing our great nation, and the presidential candidates who will inherit eight years of disastrous policies, a crisis on Wall Street and neglect of working families, one thing is clear: McCain is not the person who will right the wrongs of the Bush administration," said Jim Hoffa, Teamsters General President.

McCain has demonstrated countless times that he is clueless about the economic realities in America today. Time and again he's demonstrated his disinterest in helping ordinary people, often to the benefit of his wealthy cohorts. Wealth and privilege shaped McCain's view of public policy. He believes that the rich should be rewarded, even at the expense of working Americans.

His Senate voting record—almost identical with the Bush administration's policies—should disturb any working American. So should the dozens of lobbyist friends who advise him on his campaign. Among the many votes McCain cast at the expense of everyday working



McCain is the staunchest advocate of free trade in the U.S. Senate. He voted for every disastrous free-trade agreement since NAFTA. He strongly supports a trade deal with Colombia. He's a leader in the effort to open the border to dangerous trucks from Mexico.

Americans were:

- Voting to eliminate overtime pay for 8 million American workers;
- He voted to allow companies to cut and eliminate pensions for their long-term employees; and
- He voted to weaken OSHA workplace regulations designed to prevent injuries on the job.

"I don't want a president who, like McCain, has said he 'doesn't really understand economics' or has recently said that 'the fundamentals of the economy are strong.' I want a president who recognizes the dire straits working Americans are struggling through and won't whitewash the problems," said Hoffa.

Anti-Worker Agenda

That McCain is out of touch with the concerns of ordinary people is clear from his anti-union, anti-worker agenda. In fact, his record speaks volumes about what





John McCain with FedEx CEO Fred Smith.

McCain voted to give tax breaks to companies that send American jobs overseas. He voted against overtime pay, against Davis-Bacon protections, against union-only Project Labor Agreements and against extending unemployment insurance.

he thinks of unions, workers forced out on strike, workers who want to organize and collective bargaining rights. His votes include:

- Voting against the Employee Free Choice Act [H.R. 800, Vote 227, 6/26/07];
- McCain voted for a National-Right-to-Work (for less) Act [S. 1788, Vote 188, 7/10/96];
- McCain voted to allow employers to hire permanent replacements during a strike [S. 55, Vote 189, 7/13/94];
- McCain voted against granting collective bargaining rights for state and local police and firefighters [H.R. 3061, Vote 323, 11/6/01]; and
- McCain voted against granting collective bargaining rights for TSA screeners [S. 4, Vote 64, 3/7/07].

McCain had government health care almost his entire life, but he doesn't want you to have it. His health care plan would leave families at the mercy of big insurance companies. Worse, he would tax your health benefits and motivate employers to eliminate benefits.

McCain is the staunchest advocate of free trade in the U.S. Senate. He voted for every disastrous free-trade agreement since NAFTA. He strongly supports a trade deal with Colombia. He's a leader in the effort to open the border to dangerous trucks from Mexico.

"If I were president, I would negotiate a free trade agreement with almost any country," McCain said in a speech in 1999. Last year he said he knows NAFTA was a good idea.

McCain's Cronies

During the 1980s, the McCains were befriended by Arizona banker Charles Keating. Keating frequently flew them to his vacation home in the Bahamas on his private jet. McCain later said he'd paid for the use of the jet, as required by ethics rules, but the receipts were never found.

Between 1982 and 1987, Keating donated \$112,000 to McCain's campaigns for the House and then the Senate.

McCain's relationship with Keating erupted into a major scandal in 1989. Keating and his cohorts looted Lincoln Savings and Loan Association, causing the most expensive savings and loan failure in U.S. history. Federal regulators wanted to seize control of the failed bank, but McCain intervened to try to prevent that from happening.

McCain, along with four others involved in the scandal, became known as the Keating Five. He was rebuked by the Senate Ethics Committee for his role in the affair.

Taxpayers ultimately bailed out the bank to the tune of \$3.4 billion. In the decades since the scandal, McCain continued to side with his wealthy cronies at the expense of ordinary people.

Close Lobbyist Ties

His current campaign for president is essentially run by lobbyists with close ties to the big oil companies, Fannie Mae, UBS

and Blackwater. FedEx Corp. founder and CEO Fred Smith is a close friend who McCain views as a perfect candidate for U.S. Secretary of Defense.

McCain's anti-worker bias resulted in an atrocious voting record during his 26 years in Congress.

McCain voted to give tax breaks to companies that send American jobs overseas. He voted against overtime pay, against Davis-Bacon protections, against union-only Project Labor Agreements and against extending unemployment insurance.

John Herbert Hoover McCain

McCain spent eight years in the Senate marching in lockstep with George Bush.

Median household income actually fell by almost \$1,000, or by 2 percent, during the Bush administration.

Only 5.6 million jobs were created during Bush's presidency—less than a third of the jobs created by Bill Clinton in the 1990s.

A million homes are now in foreclosure—more than ever in U.S. history. Gas prices have never been higher.

During the past decade, the U.S. economy turned in its worst performance since the Great Depression.

Though candidate McCain now tries to distance himself from George W. Bush's mismanagement of the economy, Sen. McCain voted with the administration 85 percent of the time.

McCain said he voted with Bush 100 percent on the important issues.

"I—the fact is that I'm different but the fact is that I have agreed with President Bush far more than I have disagreed," McCain said on Meet the Press on June 15, 2005. "And on the transcendent issues, the most important issues of our day, I've been totally in agreement and support of President Bush."

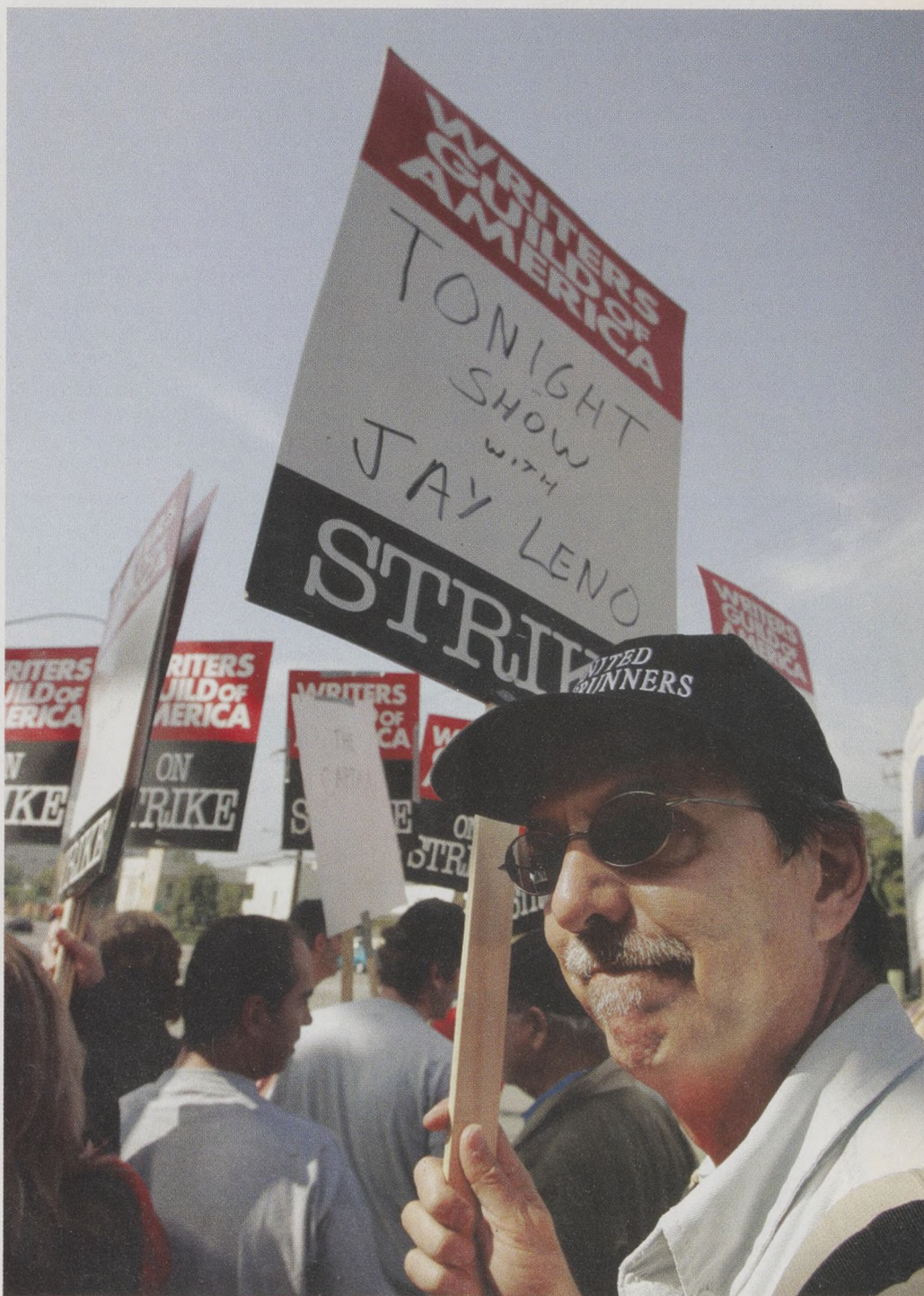
McCain mirrors Bush in another important way: his indifference to the plight of Americans who fall victim to disaster. He voted twice against creating a commission to investigate the botched response to Hurricane Katrina—and later said he'd voted for every investigation into Katrina's aftermath.

On January 31, 2008, McCain crossed a Writers Guild of America strike line to appear on the Tonight Show.

"What really concerns me about John McCain is that he will continue George W. Bush's failed economic policies," Hoffa said. "Again and again he has sided with corporate special interests instead of the middle class."

"This country desperately needs a new direction, and Barack Obama is the man to take us there."

**On January 31, 2008,
McCain crossed a
Writers Guild of America
strike line to appear on
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API/Worldwide



Conventional Wisdom

Teamster Carhauler Shares Stage with Obama at Democratic National Convention

BARACK OBAMA WASN'T the only speaker who wowed 80,000 people in Denver at the Democratic convention. So did Roy Gross, Recording Secretary for Local 299 in Detroit.

Gross spoke moments before Obama did at Invesco Field. He told the audience that the country needs a partner in the White House who will work for working families.

"Barack Obama will enact fair trade policies and work just as hard for us as we work for America," he said. "I will do everything I can, from now until Election Day, to put Michigan in the Obama column."

Gross is a 48-year-old single dad of a college-aged daughter named Brianna. He is also his precinct's Democratic delegate. After 18 years spent as a carhauler,

he became the Recording Secretary for his local.

Gross was selected for the limelight because an Obama staffer liked the way he introduced the Illinois senator in Warren, Michigan back in May. Three other "real people," as the campaign called them, followed him on the stage in Denver.

Gross' visit to Denver included rehearsals with Obama's staff and wall-to-wall interviews with the news media. He admitted to being nervous about speaking to so many people—which ultimately included a television viewing audience of 40 million.

He needn't have worried. One newspaper headline described the performance as a "dazzling display of the ordinary."



Renewed Economy

"When I was a young man and wanted to start a family, I went to Detroit and landed a job as an automobile transporter," he told the crowd. "I delivered new cars from the assembly plants to dealerships around the country."

"It was a great job, a Teamsters Union job. You worked hard and it paid good wages, plus health care and pension. I worked there for 18 years. Working class families were doing well in Detroit until the Bush administration took office, then everything changed."

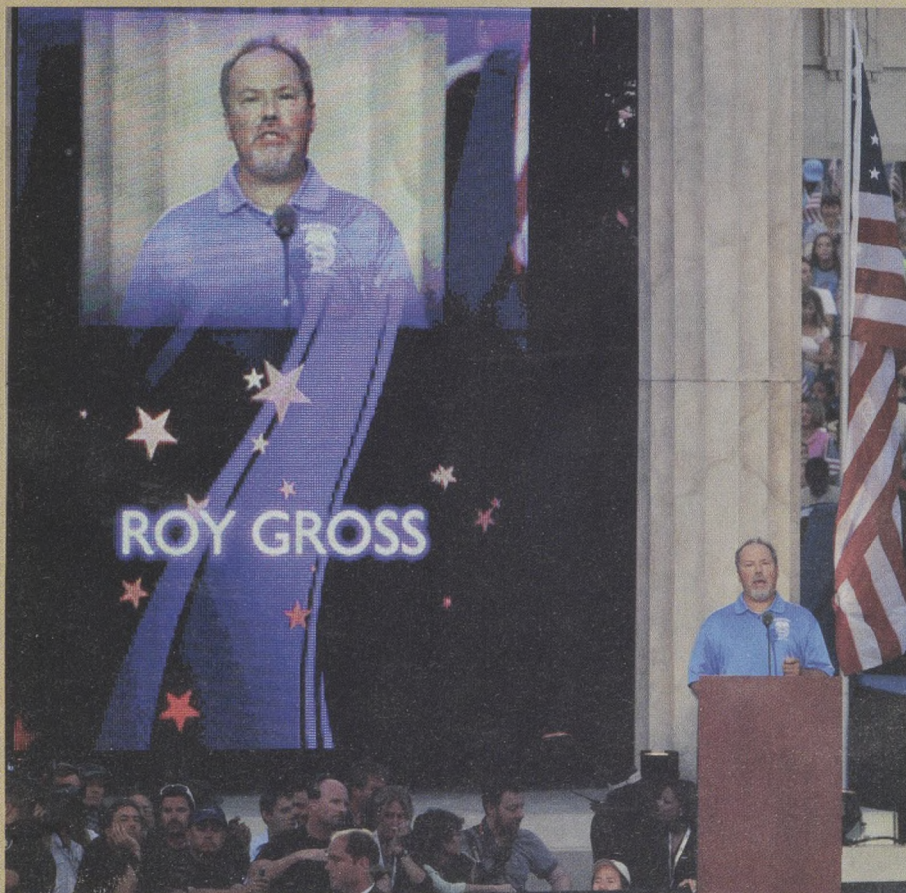
He watched the auto industry dwindle in Detroit, once the world's automotive capital.

Gross said Michigan lost more than 350,000 jobs since Bush took office. "We have the highest unemployment in the nation," he said.

"Manufacturing jobs were exported by the hundreds of thousands and replaced with minimum-wage jobs in the so-called 'New Economy,'" he said. "I'm one of the lucky ones; I still have a job. But many of my friends and coworkers have lost their jobs and their homes."

Gross believes that until there is a change in Washington, people like him and his coworkers will continue to be short-changed.

"We need a renewed economy," he said. "That's why I'm seeing so many of my friends in Michigan—Democrats, Republicans and Independents—putting aside their differences to join the Obama campaign."



AP/Worldwide

Obama's Labor Day Speech

On September 1, Teamsters General President Jim Hoffa stood with Barack Obama as the presidential candidate spoke at a Labor Day event in Detroit. Here is the speech Obama gave:

THIS LABOR DAY WEEKEND, we don't just celebrate the end of summer; we also honor the hardworking men and women who have made this country what it is and the American labor movement that has fought tirelessly to improve their wages, benefits and working conditions. America was built by its laborers, but today our workers are struggling just to get by in an economy that no longer works for them.

That's why we can't afford four more years of the failed George Bush economic policies — policies that Senator McCain has proudly embraced and promises to continue. It's time we had a President who will stand up for working men and women by building an economy that rewards not just wealth, but work and the workers who create it. It's time you had a partner in the White House who knows that the struggles facing working families can't be solved by spending billions of dollars on more tax breaks for big corporations and wealthy CEOs, and that hardworking families need immediate relief.

That's why, as President, I'll end tax breaks for companies that ship jobs overseas and give them to companies that create good-paying jobs here at home, and while Senator McCain is proposing \$4 billion in new tax breaks for oil companies that are making record profits I'll put a \$1,000 tax cut into the pockets of 95% of workers and their families.

It's time you had a President who honors organized labor — who's walked on picket lines; who doesn't choke on the word "union"; who lets our unions do what they do best and organize our workers; and who will finally make the Employee Free Choice Act the law of the land.

That is the choice in this election. We can choose to remain on the path that has abandoned workers and gotten our economy in so much trouble, or we can reclaim the idea that in America, opportunity is open to anyone who's willing to work for it.

I've spent my entire career fighting for working men and women. And so has my running mate, Joe Biden, a man whose heart and values are rooted firmly in the middle class. With him by my side, I am confident that we can take this country in a new direction and restore that fair shot at your dreams that is at the core of what Joe Biden and I stand for, and what America stands for as a nation.



"It's time you had a President who honors organized labor — who's walked on picket lines; who doesn't choke on the word 'union'; who lets our unions do what they do best and organize our workers; and who will finally make the Employee Free Choice Act the law of the land."

— SEN. BARACK OBAMA



PRECIOUS CARGO

Los Angeles Area
Bus Workers Join
Local 572



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The highway Kendra Dugan drives on stretches for miles through California's Santa Clarita Valley. Behind the wheel of a big school bus, Dugan makes her regular stops to pick up children along the way.

"I'm the first friendly face they see in the morning, and I'm the person who drops them off at home at night," said Dugan, a Student Transportation of America (STA) driver and member of Carson, California-based Local 572. Dugan and her coworkers in Saugus, California recently voted to join the Teamsters, along with their STA coworkers at the nearby Santa Clarita yard.

These school bus drivers, attendants and mechanics in the Los Angeles area are the latest group of private school bus and transit workers to join the Teamsters. Since a national campaign to organize the industry began in 2006, nearly 10,000 private school bus and transit workers have chosen Teamster representation. In California, word has spread that the Teamsters is the union for bus industry employees.

"In the past couple of years, we've organized nine school bus and transit locations. Once one group became Teamsters, other groups followed because they had heard from their coworkers in the industry about the benefits of becoming Teamster members," said Rick Middleton, Secretary-Treasurer of Local 572 and Chair of the Teamsters National School Bus and Transit Campaign. "We negotiate strong contracts for our members, which is what they deserve for their commitment and dedication to the important work that they perform for our communities."

Successful Organizing

The First Student school bus yard in Hesperia was the location that started off a string of successful organizing victories for Local 572 in the bus industry. The more than 100 school bus drivers, attendants and mechanics at this location decided to leave another union to gain the strong negotiating power and representation that the Teamsters provide. In a nearly unanimous vote, 104-7, the workers became Teamsters in 2005.

"With our perseverance, and with the perseverance and help of our great organizer, Grace Guitron from Local 572, we had an excellent vote and we've seen a change here since," said Wanda Lechuga, an 11-year driver and shop steward. "We've got better wages and management has to be fair with the allocation of work, like field trips. It's just a more relaxed feeling here and I love my job. I get to see the children over the years and how they evolve; it's great."

Following the victory for Lechuga and her coworkers at the Hesperia yard, other First Student locations began organizing in earnest with Local 572, including several locations in the Los Angeles area this year.

Important Work

"The whole industry needs to understand how important it is that we are transporting people's children. We needed a union





Dedicated Drivers

The kids that ride Dave Corey's bus expect an answer if a new bus picks them up in the morning.

"The parents and kids get used to the same drivers," said Corey, a school bus driver, as well as an organizing and negotiating committee member with STA in Santa Clarita. "If a bus is down, the kids look at the bus number and are sensitive to that, so the company will try and exchange bus number 47 with number 7, for example, just to make it at least a little bit familiar. The kids don't like change."

For the workers at this STA school bus yard, change was more than welcome. The idea to form a union began through word of mouth, when workers started talking with their coworkers about needing a union. From there, meetings took place, and in December 2007, the drivers, attendants and mechanics voted 37-12 in favor of joining Local 572.

"I've been in two different unions, so

because a union looks out for you and sees to it that you're valued as an employee," said Irene Taylor, a 23-year driver.

Taylor and her First Student coworkers at three locations in Gardena and San Fernando voted to join the union at the same time, making 259 First Student workers

Teamster members in one day.

"My mom and dad were both union members, so I know what a union can do for you," said Mary Mouton, a driver/trainer. "I like my job and what I do, interacting with people on a daily basis. I'm glad to be a Teamster."

Go Union, Be Happy

AT FIRST STUDENT'S SAN FERNANDO LOCATION, people from all walks of life come in and out of the office, as they go to and from their shifts. A tall Italian man smiles and chats with everyone that passes by. He came to San Fernando from Italy 40 years ago. With great buoyancy and energy, Leonard Sain, nicknamed "Flaco" by his coworkers (Spanish slang for "skinny"), has simple, yet mean-

ingful advice for nonunion school bus workers: "Go to a union and be happy. If you don't have it, vote for it."

His coworker, fellow driver Irene Williams, also appreciates the Teamsters.

"With us from Laidlaw, we see the difference in how we were treated versus the First Student nonunion workers," Williams said. "We all get along. Now that we're all Teamsters and First Student employees, we [the former Laidlaw workers] want to bring them up to where we are; we've already had a Teamster contract for a while."

As shop steward, Williams has strong beliefs on how standards can truly rise in her industry.

"I encourage anyone and everyone interested in starting off in this industry to look for a union job, and I highly recommend the Teamsters. From my experiences, if you don't have a union, you don't get respect. Those Teamster jobs are out there," Williams said.

Rafael Gonzalez, another driver at the First Student San Fernando yard, agrees. Gonzalez was a Teamster for 20 years, working for Penske Trucking. Gonzalez's parents were both Teamsters, and when he started out in the working world, they advised him to find a union job. He listened.

"The union is someone to go to with problems to resolve them," Gonzalez said. "There is good communication with my local. Every time I call with a question, I get an answer."



I know that unions are good for benefits, wages and keeping the company in line. I came here and saw things were run differently and that we needed to improve our working conditions," Corey said.

Corey's coworker, Claudia Magana, is also looking forward to negotiating a contract for improvements in her workplace. Like many other workers in the school bus industry, the STA employees in Santa Clarita need improvements in pay, particularly to keep up with the high cost of living in California; more comprehensive and affordable health insurance; and a grievance procedure, among many other items commonly negotiated into Teamster contracts.

"Being Teamsters is good because we need fairness," Magana said. "I would like some changes, like air conditioning on the buses for the kids. It gets over 100 degrees in the summer in the valley."

At the STA location in Palmdale, the mechanics toil and troubleshoot the buses the drivers transport children in every day. They perform 45-day routine maintenance inspections and are responsible for repairs on more than 70 buses, taking care of any

issues the drivers bring to their attention. These mechanics, along with the drivers, are Teamsters with a Teamster contract, having ratified their first contract in October 2007.

"I like working here and haven't had any issues come up. The cost of my health benefits have gone down since we've been Teamsters, and the service has improved, which is a good thing because I have medical, dental and vision for my 5-year-old daughter," said Miguel Serrano, a mechanic with nearly a decade of experience.

Major Responsibility

The life of a school bus or transit worker is demanding. Often on the job before 5 a.m., quitting time may not come around until 6 p.m. They are responsible for the safety and livelihoods of the passengers that they transport. If they are nonunion, chances are they make minimum wage, or only a little above; do not have health ben-

efits or pay an excessive amount for them if they do; are in a state of anxiety over whether they will get enough hours from week to week to make ends meet; and do not have any backing to speak out against unsafe or unfair working conditions. Yet professional drivers go through extensive training to obtain their licenses, as well as refresher courses and safety meetings.

"If you're just one person, your voice is not heard. You can't do much that way," said Ricardo Garza, a First Transit driver and 16-year Teamster. "You need two people, three people, four people and more! You need to unite."



Southern Solidarity

1,000 Jacksonville Workers Join the Teamsters

They held signs that read, "Respect", "Fairness" and "Dignity." As the crowd grew larger, the chants got louder. Hundreds of Teamster school bus drivers, attendants and mechanics from across the nation had gathered in Florida for a School Bus Workers Congress and rally in support of Jacksonville First Student workers.

The support and determination paid off. By more than a 10-1 margin, more than 1,000 Jacksonville drivers, mechanics, aides, attendants and lot workers recently voted to join Local 512.

"I am proud of the Jacksonville First Student workers who took a stand for a better workplace," said Jim Hoffa, Teamsters General President. "Their victory demonstrates the power of workers across this nation to make a positive change in

their working lives. Not just in Jacksonville, but nationwide, school bus and transit workers are making the right choice for their future by joining the Teamsters."

Since the national campaign to organize private school bus and transit workers began in 2006, more than 10,000 such workers have joined the Teamsters. The Jacksonville First Student workers were the largest single group to date to join the union—1,055 workers at five Jacksonville-area yards became Teamsters in one day.

"These workers should be proud of the efforts, strength and unity they've shown throughout the organizing campaign," said Jim Shurling, President of Local 512.

"When the International Union, the Joint Councils and local unions work together, this shows there is nothing that cannot be accomplished for the working people of this country," said Ken Wood, International Vice President and President of Joint Council 75.

Respect and Dignity

Corlene Isaac, a driver from Jacksonville, marched with her coworkers at the rally.

Not long after, she found herself at the 2008 Teamsters Unity Conference, speaking before thousands of Teamsters.

"Thank you to the Teamsters for your support. Thank you, President Hoffa, for coming to the great rally and standing with us. We deserve to be treated with respect, dignity and like professionals. That is why I want to join the Teamsters," said Isaac, to a standing ovation.

Rhonda Johnson, a school bus driver and mother of four, researched the union that she wanted to join. She and her coworkers had already considered joining other unions in the past. But Johnson spent a lot of time at the library and on the Teamsters web site, where she found out the Teamsters already represented thousands of school bus drivers across the country.

"I did my homework, and I am ecstatic that we have the Teamsters representing us," Johnson said. "We need better benefits, wages, respect and safety for the kids. And we needed a voice. Without having a union to back us, we would have no voice. As a Teamster, I see a better future for myself and for all of us."





Global Determination

This victory is owed, in large part, to the steadfast determination of the Jacksonville workers to improving their working conditions. At the rally, the workers came together to talk to their manager, letting him know that they were joining together to form a union, as the bullhorns blared and school bus workers from around the country stood behind them.

The rally also took on a global presence. Several leaders representing the Transport and General Workers Union (T&G) section of Unite the Union came from the United Kingdom, where First Student's parent company, FirstGroup, is headquartered.

"I see the energy, enthusiasm and organization here. That's the most important thing," said Taj Salam, Chair of the Bradford

branch of T&G and a FirstGroup driver. "It's very important that you go out there and reach out to those people that don't know what this organization is all about, and you tell them the success stories."

"This is all of us, from all walks of life, meeting here because we do the same job and have the same goals," said Linda Hulse, a First Student driver from Trenton, New Jersey.

This global movement of workers is spreading across North America, as thousands more workers from California to Canada are joining the Teamsters. And with each contract that is negotiated, standards for bus workers everywhere are rising.

"I support the Teamsters for their record, because I heard about all the better working conditions that are brought through the Teamsters," said Donald Roberts, a driver with First Student in Jacksonville. "We were ready for that change."

For more information on the Jacksonville workers and the school bus campaign go to www.driveupstandards.org.

Global Positioning

Teamsters Meet with FirstGroup Management, Politicians and Labor in the UK

George Benedict traveled to the United Kingdom last year to tell his story. As a nonunion school bus driver for First Student in New York, Benedict saw the need for better working conditions at the company. He told this to the shareholders and top management of FirstGroup, First Student's UK-based parent company, at their Annual General Meeting (AGM). There, along with nearly a dozen First Student workers from across the United States, Benedict wasn't received all that favorably.

When Benedict recently returned to the UK, the situation had changed greatly.

"This year the atmosphere was very different," Benedict said. "I delivered the message that things were much better this year where I work than they were last year since we now have a Teamster contract. A loyal, consistent, unionized work force is good for the workers, but also good for the company."

Since the last meeting of Teamsters with FirstGroup management in the UK, thousands more First Student workers have joined the union and gained Teamster contracts, and as a result, better working conditions—including fair pay, more affordable health insurance, safer equipment and fairness on the job.

World of Difference

Benedict, along with International Vice President Fred Potter and representatives from the Teamsters Organizing and Strategic Research and Campaigns Departments, met with elected officials of the T&G section of Unite the Union, which represents FirstGroup's UK employees.

The group met with Members of Parliament, who pledged to continue monitoring FirstGroup's actions.

Following the AGM, Benedict and the Teamsters delegation spoke with William Gould, former chair of the National Labor Relations Board under the Clinton administration, and now the independent monitor for FirstGroup's Freedom of Association Policy Compliance program. His role is to ensure that U.S. management complies with the company's freedom of association policy.

FirstGroup adopted this policy and its Compliance Monitoring Programme following the 2007 AGM. While opposition by First Student management to organizing has not been completely wiped out in the US, relations with the company have improved over the past year, as evidenced by the growing number of workers who are making the choice to become Teamster members.

"We felt we accomplished a lot in conveying our message to FirstGroup and the Members of Parliament and were well received," Benedict said. "And the support of the other unions and the politicians was unbelievable. There is no question that they are very much on board with the Teamsters and will support us 100 percent."



Hitting The Jackpot

Taj Mahal Workers Win Teamster Representation

When looking for union representation, Will Turner and his coworkers at the Trump Taj Mahal Casino Resort in Atlantic City, New Jersey, let their fingers do the walking.

"We went into the Yellow Pages and looked under 'union' and called around," Turner said. "We were pleased when we found the Teamsters."

What started with one phone call to Teamsters Local 331 in Pleasantville ended with a vote by nearly a 3-1 margin in favor of Teamster representation for the 22 convention and trade show employees at the Taj Mahal.

Luck of the Draw

After contacting several unions, and not finding what they were looking for, the workers met with Marcus King, Trustee of Local 331. King sat down with the organizing committee and presented Teamster contracts, including the contract for the Trump Plaza loading dock workers, which the Taj Mahal workers had heard about.

"We were impressed with the representation the Teamsters had to offer," Turner said.

"They really wanted this, they wanted to become Teamsters by going to a vote as soon as possible," King said of the short election period. "Wages and representation

were huge factors and we're looking forward to negotiating a strong contract for our new members."

Eager to Unite

The new Teamsters in the Convention Services department work physically demanding

jobs. They're responsible for hauling thousands of pounds of chairs down long hallways, where they set up and break-down events ranging from conventions to concerts to trade shows. They operate heavy equipment and work a variety of schedules, all to

make the Atlantic City casino and hotel experience more enjoyable.

"It's very strenuous and the pay is ridiculous compared to what we do," said Edwin Keyes, a three-year employee.

For the Taj Mahal workers, the time to unite as Teamsters couldn't have come soon enough and voting for the Teamsters was anything but a gamble.

"We knew things weren't right and that's when we got to looking," Keyes said. "We are pleased we decided on the Teamsters."

"Wages and representation were huge factors and we're looking forward to negotiating a strong contract for our new members."

—WILL TURNER, TRUMP TAJ MAHAL CASINO RESORT WORKER



LOCAL 662

AmeriCold Logistics

AmeriCold Logistics warehouse workers in Plover, Wisconsin recently voted overwhelmingly, 52-14, to join Local 662 in Eau Claire, Wisconsin. There are 82 workers in the unit.

"This election was about the ability of these workers to have their employer hear their issues, because they're falling on deaf ears," said Rick Skutak, a business agent with Local 662. "As Teamsters, they will have the opportunity to take part in the bargaining process and make a positive change at work."

AmeriCold Logistics is the largest provider of temperature controlled warehousing and distribution services in the United States. The company has more than 6,000 associates in 100 warehouse locations. The Teamsters represent more than 1,000 AmeriCold workers nationwide.

LOCAL 727

LifeScan

Recently, phlebotomists at LifeScan voted 24-8 to join Local 727 in Chicago.

"The Teamsters are very happy to welcome the LifeScan workers to the union," said John T. Coli, Local 727 Secretary-Treasurer. "This is a great victory for the Teamsters, but more importantly for our new members. Now that they are Teamsters, they have the strength of 1.4 million brothers and sisters behind them."

The phlebotomists are high-

ly trained professionals who work around the Chicagoland area collecting blood specimens from patients and delivering samples to the LifeScan Laboratory in Skokie, Illinois.

"This is a great example of what can be accomplished when the local and the Joint Council's organizing departments work in unison," Coli said.

LifeScan Laboratory provides laboratory services for long-term facilities, hospitals, physicians, clinics and home health care agencies.

LOCAL 283

Detroit Medical Center

Recently, drivers at Metro Transportation in Detroit gained a strong and united voice by joining Local 283. The bargaining unit is made up of 23 shuttle drivers, who primarily shuttle staff and patients throughout the campus of the Detroit Medical Center.

"This was the second attempt to organize the workers, who voted against unionizing in the first election," said Todd Lince, an organizer for the Wyandotte, Michigan-based Local 283. "After the drivers realized they were getting the short end of the stick, they stuck together for a resounding victory. This time, they voted in favor of becoming Teamsters by a 2-1 margin."

Marian Novak, a Joint Council 43 organizer, was instrumental in the organizing efforts. She kept the organizing committee members focused on the tasks at hand and followed the International Union's model for implement-

"This election was about the ability of these workers to have their employer hear their issues, because they're falling on deaf ears."

—RICK SKUTAK, LOCAL 662 BUSINESS AGENT

ing a successful campaign.

Kevin Moore, Local 299 President, helped to further influence the drivers to vote for Local 283 by emphasizing that the Metro Transportation drivers at Detroit Metropolitan Airport were already enjoying the benefits of a strong Teamster contract.

LOCAL 714

South Holland Police Department

South Holland, Illinois police officers voted recently to join the Local 714 in Berwyn, Illinois. There are 35 members in the bargaining unit.

Business Agent Barbara Cornett said the officers were eager to join the Teamsters.

"They wanted a union that would fight harder for them, and the Teamsters are that union," Cornett said. "Wages and working conditions are the officers' top issues."

LOCAL 959

Northern Air Cargo

Flight crewmembers from Anchorage, Alaska-based Northern Air Cargo voted to join Local 959.

Sixty-five percent of the 33-member unit voted for the Teamsters in the National Mediation Board election. Northern

Air Cargo is an all-cargo airline with scheduled flights to the most destinations in Alaska. Its fleet consists of 737-200s and DC-6s.

Northern Air Cargo's flight crewmembers will be part of the Teamsters growing Airline Division. In March, the Division added United Airlines maintenance technicians to its roster.

LOCAL 959

Wasilla Police Department

Police Department employees in Wasilla, Alaska have voted to join the Teamsters. The bargaining unit of 48 workers joins Local 959 in Anchorage.

Employees voted 29-9 to join the Teamsters and their election was recently certified.

LOCAL 170

Angelica Corporation

Drivers with Angelica Corporation recently voted 14-5 in favor of joining Local 170 in Worcester, Massachusetts.

"Our next step is to sit down with the 20 new members and prioritize their proposals, then set up the negotiating session with the company for their first contract," said Mike Hogan, Secretary-Treasurer of Local 170.

Angelica Corporation workers provide linen and textile rental, cleaning and delivery to hospitals and health care professionals.

Strength Through DIVERSITY

National Caucuses Shape Union for the Future

IN 2006, the International Brotherhood of Teamsters made history by becoming leaders not only of labor, but of diversity, when delegates at the 27th International Convention unanimously voted to add language celebrating, promoting and protecting diversity to the Teamsters Constitution.

The vote set a landmark precedent among other labor organizations and made a statement that the Teamsters Union truly cares for and about all of its members.

Included in the constitution was a commitment to the development of organizations that value and encourage “women, individuals of various sexual orientations, and members of racial, cultural, and ethnic groups in the policymaking and leadership roles at all levels.”

Today, the Teamster Union continues to be a leader in promoting diversity and acceptance through four major caucuses which act as educational and outreach organizations.

“The four caucuses are a valued part of our organization because they promote diversity, understanding, self-worth and unity within the Teamsters Union,” said Cheryl Johnson, Director of the Teamsters Human Rights Commission and International Vice President. “Since its beginning, the Teamsters has been diverse and we continue to celebrate and encourage that diversity through the International Teamsters Women’s Caucus, the Teamsters National Black Caucus, the Hispanic Caucus and the GLBT Caucus.”

Fred Nowling, a 30-year Teamster with Sikorsky, is a chair for the Eastern Region of the Teamsters National Black Caucus (TNBC). In this role, he oversees the local chapters in the east and takes pride in being active with the caucus.

“I love to do this, to share my experiences and help spread education among our members,” Nowling said. “I had to move up the hard way, working the cotton and tobacco fields down

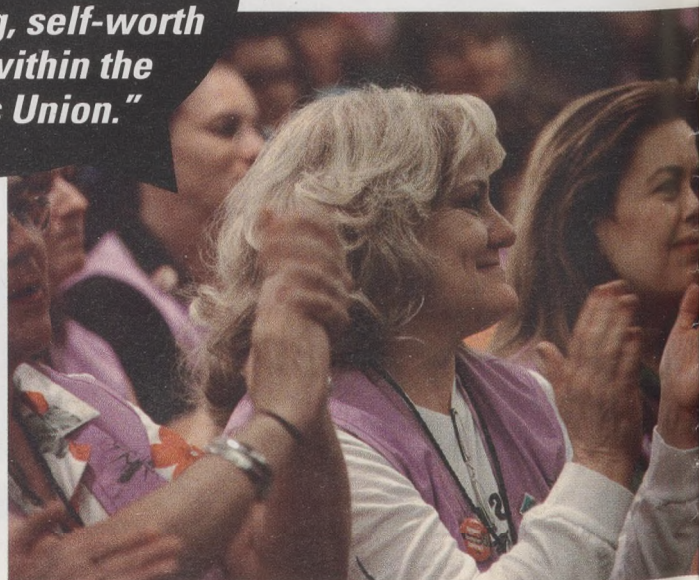
south. I want to promote education so that others don’t have to go through struggles that I went through.”

Greater Inclusion

The TNBC was formed in 1971 to increase participation, uphold the principles of the Teamsters’ movement and foster the opportunity for all Teamsters to serve in leadership capacities. TNBC members are part of a nationwide organization working within the Teamsters to provide a stronger voice in the workplace and the union.

“We need to recognize that we’re all Teamsters first, that being Teamsters is what allows the caucuses like the TNBC to function, and that there is great potential for growth,” said Al Mixon, Chair of the TNBC and Secretary-Treasurer of Local 507 in Cleveland. “We

“The four caucuses are a valued part of our organization because they promote diversity, understanding, self-worth and unity within the Teamsters Union.”





have diversity in our union, now we need to embrace it and work toward greater inclusion.”

The role of the TNBC has taken on greater significance over the years. According to the Bureau of Labor Statistics, in 2007, black workers were more likely to be union members than whites, Asians or Hispanics. Within these groups, black men had the highest union membership rates. Nearly one-third of the Teamsters’ membership is black.

Embracing Diversity

At the 2006 International Convention, Mixon had the opportunity to meet with Teamsters General President Jim Hoffa to work on the article to the Teamsters Constitution that promotes and protects diversity within the union.

“Antonio Christian—the Recording Secretary with Local 853—and Mary Lou Salmeron—the President of Local 986—and I met with President Hoffa. We were proud to be part of

the historic process that embraces diversity in our union,” said Mixon, who has been active with the TNBC for 22 years, and with Local 507 for 32 years.

Recently, at the 33rd annual TNBC Conference in St. Louis, a series of workshops, panels and educational programs were presented to delegates from the various chapters of the TNBC across North America. It is there that the election of officers to the TNBC took place. The newly elected Executive Board consists of Mixon; Harvey Jackson, President of Local 1150 in Stratford, Connecticut; Virginia Barnes, Recording Secretary for Local 122 in Boston; and Nate Jackson, President of Local 1196 in Memphis, Tennessee. The mission for this newly elected board will be to increase communication and participation; increase funding for the TNBC; provide educational resources for the membership; establish a scholarship program for youth; and establish guidelines for a mentoring program for the regions and chapters, among other goals.

A main goal is to build more regional chapters to be better able to reach out, educate and provide direction in the workplace and local unions. As Mixon says, “Our vision is victory—to see our numbers increase.”

Tom Keegel, Teamsters General Secretary-Treasurer, was present at the 33rd TNBC Conference and spoke to members about how he shares that vision, and about what the union is doing to get out the vote for Sen. Barack Obama in November’s election.

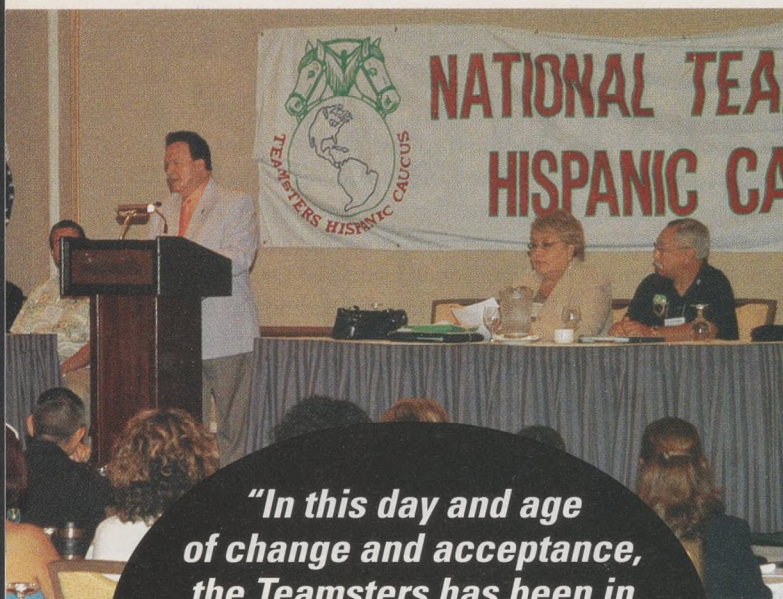
“We need to organize workers, which makes us powerful. We need to elect a president who cares about working people,” Keegel said in the opening session.

Forward to the Future

Harvey Jackson, the Vice Chair of the TNBC, believes that any challenges in the future can be overcome through the involvement of the Teamsters membership in their union.

“The Teamsters has been the brand name for unions for over 100 years and we have an obligation to make it even better—to train our members to become good leaders and address localized issues that minorities face,” Jackson said.





"In this day and age of change and acceptance, the Teamsters has been in the forefront of change and acceptance. The Teamsters are diverse and have been leaders in diversity."

At the TNBC conference, a resolution was approved by the TNBC Executive Board and presented to the delegation of attendees to take back to their regional members, for the election of Barack Obama for President of the United States.

"This is a changing country and a changing work force. There's color and race, but also age barriers, language barriers and globalized competition. We have to adequately prepare for the needs of our members and to address the changing face of America," Jackson said. "We're headed in the right direction."

Fighting Discrimination

When German Vazquez took over as President of the International Teamsters Hispanic Caucus, he had one goal in mind: to unify members through outreach and education.

So far, Vazquez has been successful.

Vazquez, Secretary-Treasurer of Local 901 in Puerto Rico, immediately made changes to the caucus by encouraging members and groups to meet across the country instead of at one, large meeting in a centralized location.

"This is an effort to get the chapters to unify and to reach more people," said Ruben Torres, the Secretary-Treasurer for the International Hispanic Caucus. "It has been working. The enthusiasm for having that minor change has been tremendous."

While the Hispanic Caucus has always seen strong numbers, Torres said in recent months the group has grown by leaps and bounds with more parties showing interest nearly every day. New chapters are starting soon in Colorado and Michigan.

"In this day and age of change and acceptance, the Teamsters



has been in the forefront of change and acceptance. The Teamsters are diverse and have been leaders in diversity," Torres said.

The primary goal of the International Teamsters Hispanic Caucus is to be an educational tool for members around the United States, Canada and Puerto Rico.

"The major challenge for the Hispanic community is still unfortunately racism and racial profiling. Those are major hurdles, along with a language barrier," Torres said. "The Hispanic Caucus will combat these through education, membership and the education of our youth."

Outreach to Hispanic youth is especially important because in America today, Hispanic youth are acting as translators for their parents. Teaching children their rights is of the utmost importance, Torres explained.

"The bottom line is that we are an organization that educates. We are an organization that promotes inclusion and I think that's something that's very important to the Hispanic cause around the country," he said.

On the Move

Changes are also taking place at the International Teamsters Women's Caucus, where the goal is clear: empower Teamster women through networking, health education and union involvement.

Taking the lead in the endeavor is Diane Helf, a business agent for Local 20 out of Toledo, Ohio, who was elected president of the ITWC earlier this year. Helf serves on the committee for the conference, the Human Rights Commission, and is very active in her own local union.

"Women and their needs are our focus. Women have unique concerns, which are different than the concerns of the black caucus, which are different than the concerns of the Hispanic Caucus," Helf said. "I believe that we need to be able to focus on women's issues and have a place to go to get information when you need it. I think that's what the ITWC will provide."

Among the ideas Helf and other Teamster women have proposed is a revamping of the ITWC web site to allow blogs, e-mails



Contact Information

To find out more information about International Teamster Caucuses, or to join a caucus, please contact:

Cheryl Johnson
Director of the
Teamsters Human
Rights Commission
202.624.7471
cjohnson@
teamster.org

Al Mixon
Teamsters National
Black Caucus, Chair
216.328.0111
ARMixon@teamsters
local507.com

Harvey Jackson
Teamsters National
Black Caucus, Vice
Chair
203.381.9240
harvery@
teamsters1150.org

Ruben Torres
International
Teamster Hispanic
Caucus, Secretary/
Treasurer
212.924.2000
rtorres@local237.org

Bill Munger
International
Teamster GLBT
Caucus, president
202.373.8925
bmunger@teamster.org

Diane Helf
International
Teamsters Women's
Caucus
419.254.3244
Agent3half@yahoo.
com

and other electronic messages to flow more freely. In fact, technology, combined with new ideas, will be at the center of the caucus.

"I'm really excited. I think it's time for new, fresh ideas," said Cheryl Johnson, who has stepped down from her role as president of the caucus. "With blogging and with e-mail, they're going to be able to network easier."

Although Johnson and six of her long-serving counterparts have handed reigns over to a new leadership, they will continue to act as advisors. The caucus, Johnson added, is a perfect example of women working together to empower and help each other.

As for Helf, she is excited for the new role and looks forward to changing the lives of Teamster women throughout the United States and Canada.

"Women are on the move," she said. "We're getting involved and taking the lead in our union."

"Women are on the move. We're getting involved and taking the lead in our union."

Teamster PRIDE

Also trying to combat stereotypes and overcome injustice is the International GLBT (gay, lesbian, bisexual, transgender) Caucus, headed by Bill Munger, the Eastern Region Training Coordinator for the Teamsters Training and Development Department and a 30-year member of the BLET. Though numbers are low, they are slowly increasing thanks, in part, to education and awareness.

"We're hoping to build membership and to raise awareness about the issues our GLBT members face in the workplace," Munger said. Many in the GLBT community must put up with violence and discrimination on a regular basis, he said.

As a supporter of diversity, the Teamsters Union proudly welcomes and supports all sexual orientations, something in which Munger said Teamster members can and should take pride.

Like the other caucuses, the GLBT Caucus addresses unique concerns had by GLBT members through networking, communication, outreach, support and education.



Unlike the other caucuses, however, anyone—regardless of whether or not they are a

Teamster—can join the International Teamster GLBT caucus. All sexual orientations are accepted and welcome.

Diverse Yet Unified

Openly accepting all people from all walks of life is a goal that the Teamsters Union has not only met, but prides itself on.

"The only way you can learn more about diversity is through networking and education. Through the caucuses, I know we are a stronger union," Johnson said. "I know in my heart that everyone has something valuable to offer their union and I know that diversity matters."

It is because of the organization's varied membership that the Teamsters are strong, and that strength will continue to push forward as a diverse, yet unified union that marches on into the 21st Century and beyond.

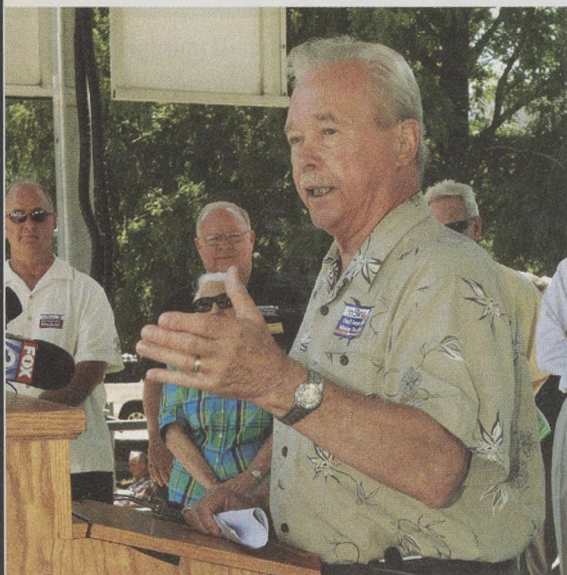
RECENTLY, HUNDREDS OF ST. LOUIS Teamsters and their families rallied in downtown St. Louis to show support for Anheuser-Busch workers nationwide in the wake of the purchase of the iconic American beer company by Belgium-based brewing giant InBev. Rally participants, along with Teamster trucks, overflowed Kiener Plaza next to the famous St. Louis Arch.

"For more than a hundred years, Teamsters and many other hardworking union members have made Budweiser and Anheuser-Busch the great American brand that it is today," said Jack Cipriani, Director of the Teamsters Brewery and Soft Drink Conference and International Vice President. "Good jobs like those at Anheuser-Busch help our local communities grow."

The Teamsters Brewery and Soft Drink Workers Conference represents more than 7,000 employees of Anheuser-Busch Companies Inc. in the United States and Canada. The rally was co-sponsored by Missouri Jobs with Justice and included speakers and participants from InBev unions worldwide, the St. Louis Labor Council and employees from all 12 Anheuser-Busch breweries in the United States.

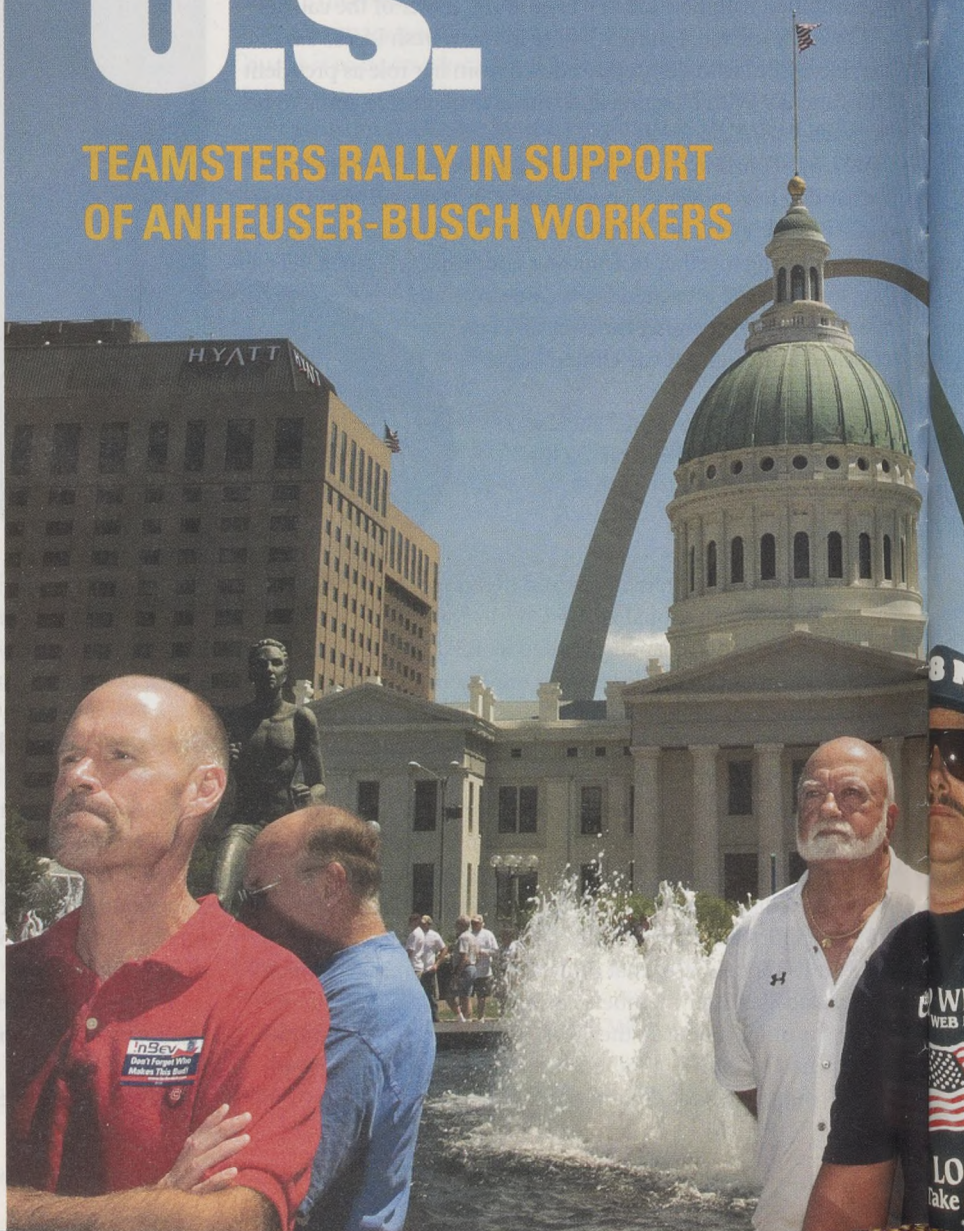
Global Alliance

At the rally, Union leaders representing InBev employees worldwide including Europe, Latin America and Canada announced the formation of a global alliance of InBev workers through the International Union of Food Workers (IUF). Paul



THIS BUD'S FOR U.S.

TEAMSTERS RALLY IN SUPPORT
OF ANHEUSER-BUSCH WORKERS





Garver of the IUF stated, "InBev workers are building a strong, unified voice to ensure fair treatment at the breweries and in our communities."

Garver, along with union leaders from Brazil and Canada, participated in a community forum the day before the rally. At the meeting, each union leader described their prior experiences with InBev management.

Roger VanVlasselaer, a union leader from Belgium, related how his union and others in Europe have kept communicating about InBev's tactics and how that strategy ultimately benefited rank-and-file members.

"In Belgium and in Europe we have already experienced what globalization can do for workers' rights," VanVlasselaer said. "We managed to organize ourselves and succeeded with actions against the company and negotiations with the company in order to maintain working conditions and salaries for our workers. We shall gladly share our experiences with the Teamsters and other unions."

Show-Me State

Missouri State Representative Clint Zwiefel (D-MO), a member of Local 686, and U.S. Rep. Russ Carnahan (D-MO) spoke at the rally to show their commitment to Teamsters and all of organized labor at Anheuser-Busch.

"The homes, churches and grocery stores in your community are the result of your hard work," Zwiefel said. "You are what makes Missouri work, each and every day."

The promises InBev has made publicly include keeping St. Louis as the AB-InBev North American headquarters and keeping open all 12 breweries in the United States. During contract negotiations, the union plans to press Anheuser-

Busch to stick to this commitment.

But General Secretary-Treasurer Tom Keegel reminded rally attendees that, "Anheuser-Busch and Bud owe their success to union workers here today: the Machinists, Change to Win unions, the St. Louis Building Trades and the St. Louis Labor Council as well as my own brother and sister Teamsters. We are all here to call on InBev to keep the promises it has made. St. Louis is the city that the world identifies with Budweiser and we want it to stay that way."

Bargaining Priorities

The St. Louis rally was held just two days before the beginning of national contract bargaining meetings in Cincinnati. Representatives from each of the 12 U.S. breweries are part of the negotiating team and negotiations are expected to last several weeks. And after meeting with the European and Latin American union representatives, the Teamsters negotiating team have a re-energized plan.

"Our priorities are protecting good-paying American jobs and their communities, as well as preserving health care and pension benefits for all workers," said Cipriani, who will lead the negotiations. "The Anheuser-Busch contract is the cornerstone to the company's value to St. Louis and other communities. The \$3.5 billion in wages and benefits generated by Anheuser-Busch provide an engine for local communities. The Teamsters contract will be the first real measure of the Anheuser-Busch-InBev commitment to the communities."

Hundreds of working men and women at the rally included long-time Anheuser-Busch employees, many of whom have spent their entire working life at the St. Louis brewery.

Frank Calcaterra, a 30-year Anheuser-Busch employee and member of Local 6 in St. Louis, said, "I don't think anyone expected the takeover by InBev, especially in this country. Since I am close to retirement, I am very concerned about the continuation of health care benefits."

"I want to make sure that all of the younger employees get the same benefits I am going to get when I retire," said Tommy Davis, a 30-year employee of the St. Louis brewery. "I just want InBev to keep their promises."



A Healthy Contract

NURSES WIN WITH LOCAL 332

Local 332 President Nina Bugbee saw the writing on the wall 18 months ago. A new administration known for downsizing staff at other hospitals had just taken the helm at Genesys Regional Medical Center in Michigan.

"They had a reputation for being anti-union," Bugbee said. "They were just coming into the hospital to increase their profit margins."

The job cuts started immediately with the new administration, Ascension Health System, terminating nonunion employees and slashing benefits packages for others.

"I knew we were next on the list," Bugbee said. "They were

dead set on eliminating retiree health care, longevity pay for years of service, double time and other overtime opportunities."

With the nurses' four-year contract set to expire on May 9, 2008, Bugbee started asking to meet with the hospital CEO or president. She asked four or five times, but they kept saying no.

"They were just stonewalling," Bugbee said. "So we had to do something else to get their attention."

Turning Point

So Bugbee turned to the International Union for help. A rally was held a few days after the contract expired with General President Jim Hoffa.

"The rally with President Hoffa was the turning point in this," Bugbee said. "We shocked them because they did not think a big union's national president would support a local union. We had a magnificent rally and that tripped the trigger."



"The day after the rally, the CEO called mediation services to see if I would come in and meet with him," Bugbee said.

"The CEO apologized to me and said he realized that if he did not have a relationship with the Teamsters, the hospital would not remain viable," Bugbee said. "And that was the turning point."

The Contract

The negotiation process got easier, with a tentative four-year contract reached that gave the nurses everything they wanted, including nurse-to-patient ratios that are important for safety and efficiency, and wage increases over the four years—4 percent the first year, 5 percent the second year and 3 percent in the final two years of the contract.

The nurses voted over two days on the contract, which was approved by an overwhelming margin of 905-3.

The nurses were ecstatic and the cheering began soon after. Then the cell phones came out as the good news was spread to those who had not yet been notified.

The nurses' struggle was covered from start to finish by local media. On the day the new pact was approved, The Flint Journal interviewed several nurses as they went to work.

"I'm elated," Susan Hagerman, a nurse in acute care, told the newspaper. "We have all worked so hard. It was a long, hard fight. Right now I can't find the words."

Bugbee said the nurses appealed to the media to educate the community on their fight and they had a lot of support.

Backward Priorities

"In a time when health care is becoming big business, it is essential to have a union to ensure safe nurse-to-patient ratios," said Registered Nurse Sharon Lucero. "As a Teamster RN of 25 years, I have first-hand experience of the benefits that organized labor has in the work force."

Hoffa said this was a classic case of "backward corporate priorities."

"To obtain even higher profits, Ascension went after our Teamster nurses at the expense of patient care in the community," Hoffa said. "But the nurses stood their ground, gaining a great contract that benefits them and their patients. The contract maintains nurse-to-patient ratios greatly needed for safety."

Reaping the Rewards

Bugbee looked back at the two previous three-year contracts the Teamsters negotiated. The first addressed deplorable working conditions. The second contract, in 2004, established a nurse-to-patient ratio, incentive bonuses, weekend bonuses and double time.

"For this contract, the nurses were in a position to have the best contract in the area, and we were able to pull it off," Bugbee said. "We kept everything we had before."

"The new management came in very heavy-handed, calling for all these eliminations, like retiree health care for nurses, double time and overtime opportunities," Bugbee said. "We managed to get all of that off the table."



Clean & Safe Ports

Investment in Green Economy Will Reduce Dependence on Foreign Oil, Create Jobs

Teamsters General President Jim Hoffa joined more than 3,000 environmental, community and labor advocates in July at a march and rally to call for clean air and good jobs at the Port of Oakland in California through the implementation of a comprehensive clean trucks program.

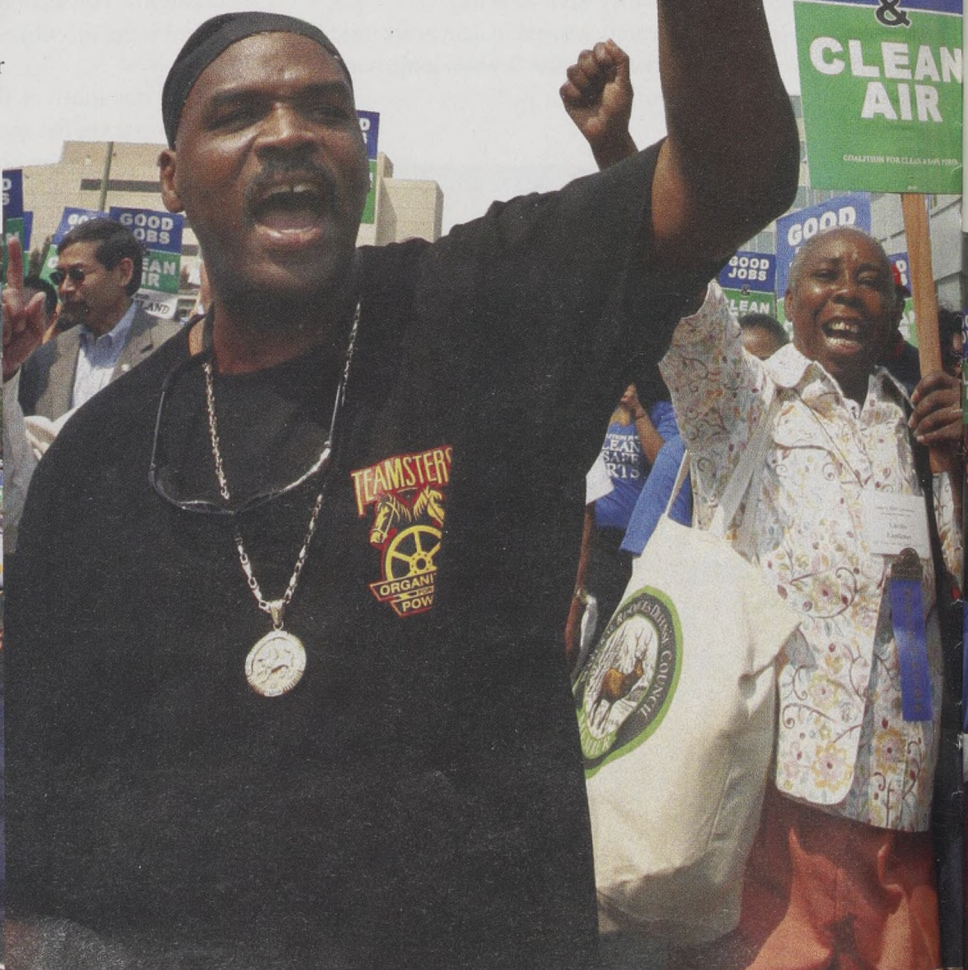
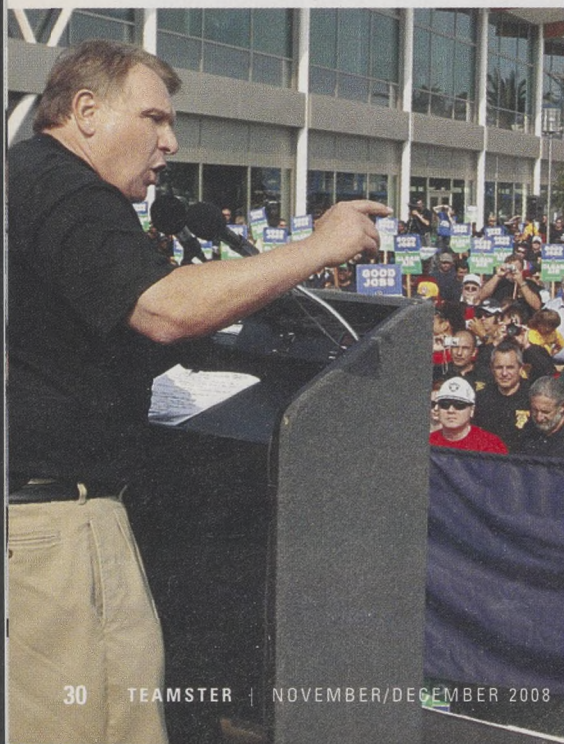
The call comes at a critical time for port drivers who have seen their paychecks shrink as the cost of diesel fuel continues to rise.

As independent owner-operators, port drivers in Oakland face an uncertain future. They must choose between maintaining their vehicles and supporting their families—a choice that no one should have to make.

A Green Solution

The Teamsters Union is a member of the Coalition for Clean & Safe Ports, a partnership between environmental, community and labor activists, united with the common goal of not only curbing the pollution in our ports, but creating good-paying jobs for port drivers.

The march and rally in Oakland follows a groundbreaking adoption of a sustainable clean trucks program by the Port of Los Angeles, a program that the Coalition for Clean & Safe Ports played an



integral part in forming.

The program calls for the replacement or retrofitting of the entire fleet of 16,000 trucks that service the Port of Los Angeles to meet 2007 U.S. Environmental Protection Agency diesel truck emissions standards by 2012. Trucking companies that service the port are required to purchase the new fleet, not the independent drivers. The port drivers would then be hired by the trucking companies as direct employees to operate the vehicles. As direct employees, the drivers would have the opportunity to earn better wages and receive benefits.

The event, co-sponsored by the coalition, the California Labor Federation and the Central Labor Council of Alameda County, began with a rally outside the state labor federation's annual meetings. Teamsters General Secretary-Treasurer Tom Keegel spoke to more than 400 delegates from various unions before leading them out to the staging area for the march where both Los Angeles Mayor Antonio Villaraigosa and Oakland Mayor Ron Dellums addressed the crowd.

"We must maintain the integrity of good jobs for our truck drivers who need to have a real living wage—not a false wage that continues to perpetuate poverty and pollution," Dellums said. "I want to say here that you were first, but Oakland is going to be second."

Finding Solutions

The mayor's statement came as welcome

news to the port drivers participating in the event who have been trying to find a solution to the difficult situation.

"Drivers like me need change for our families," said Lorenzo Fernandez, an Oakland port driver. "I can't keep food on

jobs and clean air. He stressed the need for a comprehensive long-term program focused on exploring and developing alternative sources of energy as a solution to the crisis facing our country for working Americans hit hard by rising gas prices

"We realized, along with our friends in the coalition, that cleaning up the environment and creating good jobs are goals that are not mutually exclusive."

—GENERAL PRESIDENT JIM HOFFA

the table let alone maintain my truck on the rates we get paid."

Following the march through downtown Oakland, Hoffa addressed the thousands of participants at a rally in Jack London Square in the shadow of the Port of Oakland.

"Port drivers are on the front lines of this fight for clean air and good jobs," Hoffa said. "They toil away every day earning poverty level wages and can't earn enough to pay for the maintenance of their older trucks which are pumping out toxic pollution. We realized, along with our friends in the coalition, that cleaning up the environment and creating good jobs are goals that are not mutually exclusive."

A Green Economy for a Better Tomorrow

The following day, Hoffa gave the keynote speech to labor and environmental activists at a summit in Oakland on good

and a collapsing economy.

"We are not going to drill our way out of the energy problems we are facing," Hoffa said. "We must find a long-term approach that breaks our dependence on foreign oil by investing in the development of alternate energy sources like solar, wind and geothermal power."

Hoffa also said that by investing in green energy solutions, the nation will reap the benefits of curbing its dependence on foreign oil through a revitalized economy with the creation of millions of new jobs in the rapidly growing industry.

"Our economy is in shambles. Gas has been as high as \$5 a gallon. The dollar has collapsed. Inflation is on the rise. Americans are seeing their paychecks shrink. Their family health care is being slashed," Hoffa said. "Finding a long-term solution has a tremendous upside. It will be environmentally friendly and will serve as a much-needed boost to our sagging economy."



UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF NEW YORK
88 CIV. 4486 (LAP)
MEMORANDUM AND ORDER

UNITED STATES OF AMERICA,
Plaintiff,
v.
INTERNATIONAL BROTHERHOOD
OF TEAMSTERS,
et al.,
Defendants.

APPLICATION NO. 128
RE: FRANCIS J. GILLEN

LORETTA A. PRESKA, United States District Judge:

Application 128 of the Independent Review Board ("IRB") of the International Brotherhood of Teamsters ("IBT") concerns disciplinary action taken against Francis J. Gillen ("Gillen"), a member of Local 500 in Philadelphia and an IBT International Vice President. Based on the recommendation of the IRB, Gillen was charged with failing to cooperate with the IRB by intentionally giving false testimony during an IRB sworn examination. The charge was upheld by the IBT after a trial before a hearing panel and adoption by the General Executive Board ("GEB"). Following submission of objections by Gillen, the IRB found that the IBT's decision upholding the charge against Gillen was "not inadequate."

For the reasons set forth herein, Application 128 is granted, and the IRB's "not inadequate" finding with regard to the charge against Gillen is upheld.

BACKGROUND

A. Proceedings Regarding the Charge Against Gillen

On April 26, 2007, the IRB referred to the IBT its charge that Gillen had intentionally given false testimony during a February 1, 2007 IRB sworn examination in violation of Article II, Section 2(a), and Article XIX, Sections 7(b)(1)-(2) and 14(i) of the IBT Constitution. Specifically, Gillen was charged with giving false testimony regarding his knowing association with a barred member, Thomas Ryan, who had been permanently barred from the IBT on February 18, 1999. IBT General President James P. Hoffa filed the IRB-recommended charge against Gillen and appointed a hearing panel of three GEB members to hear the charge against Gillen, all of whom were IBT International Vice Presidents.

By letter dated May 24, 2007, IBT President Hoffa notified Gillen that a hearing on the charges was scheduled for July 11, 2007. The appointed IBT panel conducted a hearing on July 11, 2007, during which testimony was heard from Gillen, who was represented by counsel, Gillen's wife, Ginny Gillen, and four other witnesses on Gillen's behalf.

By letter dated August 3, 2007, the IBT notified Gillen that the GEB had adopted the Report and Recommendation

of the hearing panel (1) holding that Gillen had intentionally given false testimony during his February 1, 2007 sworn examination, and (2) recommending that Gillen be suspended from the IBT membership for a period of three years and that he be barred from seeking or holding IBT office or employment for a period of five years (the "IBT Decision").

Gillen submitted his objections to the IBT Decision to the IRB on August 31, 2007, asserting that (i) the proceedings before the hearing panel violated the IBT Constitution and that he had theretofore been denied a full and fair hearing; (ii) the penalty imposed was excessive; and (iii) the evidence was insufficient to support the charge. By letter dated September 11, 2007, the IRB advised Gillen of its determination that the IBT Decision was "not inadequate."

B. Application 128

On September 25, 2007, the IRB submitted Application 128 to this Court seeking a ruling upholding its September 11, 2007 finding that the IBT Decision was "not inadequate."

The Consent Decree provides that the IRB shall monitor disciplinary actions taken by any IBT entity on IRB-recommended charges to determine whether the charges were "pursued and decided" by that IBT entity "in a lawful, responsible, or timely manner" and whether the resolution of those charges is "inadequate under the circumstances." Consent Decree ¶ I(7).

Although the Consent Decree contains no express procedure by which a union member disciplined by an IBT entity on IRB-recommended charges may appeal such a "not inadequate" determination to this Court, the IRB has followed a practice of facilitating judicial review of its "not inadequate" determinations when a charged party demonstrates his intention to seek review of a "not inadequate" finding. *See Sombretto v. IBT*, 01 Civ. 9285 (LAP), 2003 WL 252156, at *4 (S.D.N.Y. Feb. 3, 2003) ("This Court may also review IRB determinations that union discipline is 'not adequate' when requested by the IRB."); *see also United States v. Boggia*, 167 F.3d 113, 120 (2d Cir. 1999) (upholding district court's affirmation of IRB "not inadequate" determination). Accordingly, the IRB submitted Application 128, by which the IRB requests that the Court adopt the IRB's determination that the IBT handling of the charge against Gillen was "not inadequate."

For the reasons set forth below, the IRB's application is granted.

DISCUSSION

I. STANDARD OF REVIEW

The standards governing review of IRB disciplinary decisions are well established. This Court reviews determinations made by the IRB under an "extremely deferential standard of review." *United States v. IBT* ("*Carey & Hamilton*"), 247 F.3d 370, 379 (2d Cir. 2001); *United States v. IBT* ("*Simpson*"), 120 F.3d 341, 346 (2d Cir. 1997); *United States v. IBT* ("*DiGirlando*"), 19 F.3d 816, 819-20 (2d Cir. 1994), *cert. denied*, 513 U.S. 873 (1994). The IRB Rules, which were approved by

this Court and the Court of Appeals, provide for review of decisions of the IRB under "the standard of review applicable to review of final federal agency action under Administrative Procedure Act." IRB Rules ¶ O. See *United States v. IBT* ("IRB Rules"), 803 F. Supp. 761, 805-06 (S.D.N.Y. 1992), *aff'd as modified*, 998 F.2d 1101 (2d cir. 1993). Under this extremely deferential standard, an IRB decision may be set aside only if it is "arbitrarily, capricious, an abuse of discretion, or otherwise not in accordance with law." *Carey & Hamilton*, 247 F.3d at 380 (quoting 5 U.S.C. § 706(2)(A)).

II. THE IRB'S DETERMINATION OF LIABILITY

Applying these standards, the IRB acted well within its discretion when it upheld the IBT Decision finding that Gillen intentionally gave false testimony in an IRB sworn examination and that Gillen should be suspended from IBT membership for three years and barred from holding any IBT office or employment for five years.

A. The IRB's Decision Upholding the IBT's Finding that Gillen Intentionally Gave False Testimony Was Not Arbitrary and Capricious

Section 14(i) of Article XIX of the IBT Constitution provides that "[a]ll officers, members, employees, and representatives of the International Union and its affiliated bodies shall cooperate fully with the Independent Review Board in the course of any investigation or proceeding undertaken by it." Section 14(i) further states that an "[u]nreasonable failure to cooperate with the Review Board shall be deemed to be conduct which brings reproach upon the Union, and which is thereby within the Review Board's investigatory and decision authority."

Gillen was charged with bringing reproach upon the IBT by intentionally giving false testimony during a February 1, 2007 IRB sworn examination with regard to his association with a barred member, Thomas Ryan ("Ryan").¹

There is no dispute in the record that (1) Ryan was barred from IBT membership on February 18, 1999; (2) Gillen had numerous contacts with Ryan in 2000 and 2001; and (3) despite these contacts and his knowledge of Ryan's bar, Gillen testified under oath on February 1, 2007, that he had not had contact with Ryan in violation of the permanent bar.

First, the evidence showed that Ryan, a member of Local 107 in Philadelphia, Pennsylvania, was permanently barred from the IBT on February 18, 1999, for violating the terms of a previously-issued five-year suspension from the union. See IRB Ex. A, at 5-6; IRB Exs. 19-20, 21, 24. Gillen was

aware of Ryan's bar because it had been reported in the July/August 1999 issue of the Teamster Magazine (IRB Ex. 1, at 110-11; IRB Ex. D, at 171; IRB Ex. 22), and knew that as a result of the permanent bar, he was prohibited from associating with Ryan (IRB Ex. D, at 171).

Second, there is no dispute in the record that Gillen had numerous contacts with Ryan in 2000 and 2001. Gillen admitted before the IBT hearing panel that he had spoken to Ryan "maybe four to five times," and possibly on more occasions, after Ryan's permanent bar in 1999. See IRB Ex. D, at 171-72, 221. Documentary evidence, which included a sworn affidavit submitted by Ryan to this court in another proceeding in 2006, see IRB Ex. 23, and telephone records reflecting calls between Gillen's Local 500 cell phone and home phones and Ryan's two home phone numbers, see IRB Exs. 27-39, confirmed Gillen's contacts with Ryan after February 1999. Indeed, the telephone records reflected as many as ninety-five calls between Gillen's and Ryan's numbers. *Id.*

Despite these undisputed facts, Gillen testified during a February 1, 2007 IRB sworn examination that he had no contact with Ryan after the permanent bar was issued. See IRB Ex. 1, at 111. Gillen's answers regarding his lack of contact with Ryan were unqualified.

Q. Have you had any contact with Mr. Ryan after he has been barred?

A. No, ma'am.

Q. Prior to Mr. Ryan being barred, did you have any meals with him?

A. No, ma'am.

Q. Did you ever socialize with Mr. Ryan?

A. No, ma'am.

Q. Before he was barred?

A. No, ma'am.

Q. And have you had any contacts with Mr. Ryan after he has been barred?

A. No, ma'am.

Q. Has Mr. Ryan ever called you after he has been barred?

A. No, ma'am.

Q. Have you ever called Mr. Ryan after he has been barred?

A. No, ma'am.

See IRB Ex. 1, at 111-12. Later in his sworn examination, Gillen was asked more specific questions regarding contacts with Ryan, to which he responded that he had not had a conversation with Ryan regarding Ryan's reinstatement to the IBT, had not met in person with Ryan, and had

¹ Paragraph E(10) of the Consent Decree forbids IBT officers, representatives, employees, and members from knowingly associating with a member or associate of organized crime or "any person otherwise enjoined from participating in union affairs." Consent Decree ¶ E(10); see also *United States v. IBT* ("Carey and Hamilton Discipline"), 22 F. Supp. 2d 135, 144 (S.D.N.Y. 1998), *aff'd*, 247 F.3d 370, 390 (2d Cir. 2001). "Prohibited knowing association ... is established when contact is purposeful and not incidental or fleeting." *United States v. IBT*, 824 F. Supp. 410, 414 (S.D.N.Y. 1993), *aff'd* DiGirlando, 19 F.3d 816. "Purposeful contacts are prohibited even if no illegal purpose is demonstrated, and purposeful contact may occur in either a business or social setting." *Id.* (citations omitted). Knowing association may be inferred from "duration and quality" of the association. *United States v. IBT* ("Senese & Talerico"), 745 F. Supp. 908, 918 (S.D.N.Y. 1990), *aff'd*, 941 F.2d 1292 (2d Cir. 1991); *United States v. IBT* ("Cozza"), 764 F. Supp. 797, 812 (S.D.N.Y. 1991).

For purposes of the Consent Decree's associational ban, a person is considered to have been "enjoined from participating in union affairs" if he is either subject to a court order enjoining his participation in the affairs of the IBT or another union, see *United States v. Mason Tenders District Council*, 205 F. Supp. 2d 183, 190 (S.D.N.Y. 2002), or if he was permanently barred from membership in the IBT "pursuant to the disciplinary process established in the [C]onsent [D]ecree." *United States v. IBT* ("Sombrotto"), 266 F.3d 45, 51 (2d Cir. 2001). The effect of the Consent Decree's associational ban on IBT members is clear: It prohibits IBT members from knowingly associating with any organized crime figure or any person who has been "enjoined from participating in union affairs." Because the ban applies by its terms to current IBT members, the IRB and the Union may enforce the ban against current IBT members who knowingly associate with a prohibited person by bringing disciplinary charges for violation of the IBT Constitution.

no contact with Ryan through a third party. *See* IRB Ex. 1, at 113-14, 116-17, 211. Contrary to Gillen's characterization at oral argument, the questions were specific and detailed. Accordingly, the record reflects that Gillen gave false testimony on February 1, 2007, regarding his contacts with barred member Ryan.

Moreover, the IRB reasonably adopted the IBT Decision to the extent that it rejected Gillen's purported explanations for his false testimony. Gillen argues in his objections to Application 128, as he testified before the hearing panel and argued to the IRB in his objections to the IBT Decision, that he "fail[ed] to recollect certain events" during his IRB sworn examination due to a stroke he suffered in January 2007. *See* IRB Ex. D, at 190-91; IRB Ex. G at 19-20; Gillen Objections, at 4-5, 24.² However, the transcript of the very same February 1, 2007 examination - which reflects Gillen's detailed recollection of other events, some of which occurred many years prior to the examination - undermines that claim. *See, e.g.,* IRB Ex. 1, at 9-14 (testimony regarding appointment to trustee and leadership positions in Local 107 and Local 500 from 1994 to 2005); IRB Ex. D, at 209-213 (cross-examination before panel hearing regarding recollection of other events). Indeed, during his IRB sworn testimony, Gillen specifically recalled seeing Ryan in Laurel Springs, Pennsylvania, and testified that Ryan did not greet him on that occasion. *See* IRB Ex. 1, at 113-14.³ Also, although Gillen claims that many of the memories of his telephone calls with Ryan came back to him after he learned of the IRB-recommended charge against him, he never so notified the IRB about his supposed memory loss (Ex. D at 193-94, 213; Ex. E at 12) and never made any effort to correct the February 1, 2007 transcript (Ex. D at 213-14).

Furthermore, Gillen's contradictory testimony before the IBT hearing panel undermined his contention that he merely failed to recall his contacts with Ryan. When asked why he had responded "No" to questions during his February 1, 2007 examination regarding his contacts with Ryan, Gillen testified that he thought the contacts were justified because he was serving as Chairman of the Welfare Fund and Ryan was seeking information regarding health benefits. *See* Ex. D, at 192-93 ("To be honest with you, probably because the phone calls were so long ago, I wasn't thinking straight, you know, and if I was speaking to him, the only reason I was speaking to him was under health and welfare."). Gillen subsequently acknowledged in his testimony that he knew of no "health and welfare" exception that permitted contacts with

barred members. *See Id.*, at 207-08. Thus, the record plainly reflects that Gillen gave false testimony about what he says were innocent contacts with Ryan, which - if he had believed them to be innocent - would have presented no reason for denial.⁴

Finally, during his testimony before the IBT hearing panel, Gillen continued to minimize the extent of his contacts with Ryan, thus providing further support for the IRB's affirmation of the IBT's Decision that Gillen testified falsely. Gillen testified on direct examination before the hearing panel that he had contact with Ryan "four or five times." *See* IRB Ex. D, at 171-72. After Gillen was confronted with the telephone records for his home and cell phones, which included numerous calls between the parties' numbers, he conceded that he may have had more than five to ten conversations with Ryan. *Id.*, at 220-221. Gillen's reluctance to admit such contacts, even after the IRB charge was referred to the IBT, sheds doubt on his alleged lack of recollection during his February 1, 2007 IRB examination.

For these reasons, it was not arbitrary or capricious for the IRB to uphold the IBT's finding that Gillen gave false testimony regarding his contacts with Ryan during his February 1, 2007 IRB examination.

B. Gillen Failed to Establish Any Procedural Defect in His Hearing

In his submission to the Court, Gillen argued that the proceedings against him were defective because 1) the hearing panel chair was allegedly under investigation by the IBT and therefore was not impartial; 2) the entire GEB should have conducted the evidentiary hearing on the charge against him; 3) the General President and General Counsel interpreted the IBT Constitution without authority; 4) the three GEB members who conducted the evidentiary hearing should have been disqualified from participating in the GEB vote because they had been transformed into "involved" members by virtue of conducting the hearing, and 5) the IBT General President should have been disqualified from voting because he filed the IRB-recommended charge against Gillen. (Br. at 10-15, 18-21).⁵ For the reasons set out below, each of Gillen's arguments is without merit.

Pursuant to the LMRDA, 29 U.S.C. § 411(a)(5),

"No member of any labor organization may be fined, suspended, expelled, or otherwise disciplined except for nonpayment of dues by such organization

2. At no time in any of the proceedings did Gillen submit any medical evidence supporting the effect of the stroke on his memory.

3 As the IBT stated, "the transcript of his February 1, 2007 sworn testimony reflects that Brother Gillen provided vivid details regarding his personal history and background and regarding a number of past events, including a contentious trusteeship in Local 115 and an occasion in 2000 when he personally observed Ryan working for a company called Tri-state Health and Welfare." (Ex. E at 12)

4 As the IBT found: "[n]ot only is the argument that Gillen spoke to Ryan solely in his capacity as a Plan fiduciary something of a stretch, we do not in any event believe that the substance of or reasons for the conversations impair the materiality of the false testimony about Brother Gillen's contacts with Ryan. The simple fact of the matter is that Brother Gillen was asked about whether he had any contacts with Ryan and he flatly denied having any. That there might have been a good reason for the contacts does not explain his false responses."

5 Gillen's Objections also purport to assert a due process claim under the Fifth Amendment. *See* Gillen Objections, at 10. However, as the IBT's Decision and the IRB's findings affirming the decision do not constitute government action, the claim is without merit. *See, e.g., United States v. IBT ("Senese and Talerico")*, 941 F.2d 1292, 1295-96 (2d Cir. 1991) (rejecting Fifth Amendment challenge to IBT-imposed discipline for lack of government action); *United States v. IBT ("Simpson")*, 931 F. Supp. 1074, 1107-08 (S.D.N.Y. 1996), *aff'd*, 120 F.3d 341 (2d Cir. 1997).

or by any officer thereof unless such member has been (a) served with written specific charges; (b) given a reasonable time to prepare a defense; (c) afforded a full and fair hearing."

Section 101(5)(C) of the LMRDA "does not require that union disciplinary hearings incorporate the specific protections associated with judicial proceedings, including the right to be represented by counsel and the technical rules of pleading, procedure, and evidence." *Frye v. United Steelworkers of Am.*, 767 F.2d 1216, 1224 (7th Cir.), cert. denied, 474 U.S. 1007 (1985), cited in *United States v. IBT ("Kikes")*, 2007 WL 2319129 (S.D.N.Y. Aug. 9, 2007). A violation of a procedural provision of a union constitution is only actionable if the party was deprived of a full and fair hearing as a result. See *Carey and Hamilton*, 247 F.3d at 385-86; see also *Yager v. Carey*, 159 F.3d 638 (D.C. Cir. 1998), aff'd 910 F. Supp. 704, 713 (D.D.C. 1995) ("A court considering a claim for relief under the LMRDA because a party alleges that an internal union disciplinary hearing violated the union's constitution must conduct a two-step inquiry: (1) the court must find that the hearing violated the constitution; and (2) it must find that the violation deprived plaintiffs of a fair trial within the meaning of the LMRDA."). Accordingly, "courts should intervene in union disciplinary actions under section 101(a) (5) only if there has been a breach of fundamental fairness." See *Kikes*, 2007 WL 2319129, at *4; *Carey and Hamilton Discipline*, 22 F. Supp. 2d at 143.

1. Gillen's Claim that the IBT Hearing Panel Chair was Biased is Without Merit

Gillen argued that he "was denied his due process right to trial by an impartial tribunal under the IBT Constitution, [and] the LMRDA" (Br. at 10) Gillen claimed that Haynes, the hearing panel chair, was biased against Gillen because at the time of the hearing, Haynes was reportedly under investigation for accepting payments from two health insurance plans that performed work for his Local. (Br. at 10-12, 20)⁶ At oral argument before the Court, it was acknowledged that when Gillen inquired about the then-rumored investigation of Haynes, he was told that there was no such investigation; it was also acknowledged that Haynes is, in fact, repaying improperly received funds. Gillen speculated that Haynes was biased against Gillen because, at the time of the hearing, Haynes "had a motive to curry favor with the IBT leadership by doing what the IBT leadership wanted in order to avoid being charged." (Br. at 12) Gillen did not provide any evidence of "what the IBT leadership wanted" in connection with the IRB-recommended charge against Gillen, except at oral argument where his counsel noted that Gillen was an "independent minded" Teamster. What inference is to be drawn from this rather neutral fact is not clear. Gillen offered no evidence of any bias against him by Haynes.

As demonstrated in the Chief Investigator's letter of July

8, 2008 and the attachments thereto, the IRB was well aware of Gillen's complaint about Haynes' sitting on the hearing panel. Nevertheless, the IRB found the IBT's proceedings "not inadequate." In light of the extremely deferential standard of review applicable to IRB disciplinary decisions, the IRB's finding must be upheld.

Although Haynes' appointment to a hearing panel at a time when he was seemingly under investigation himself might not represent the best of practices, Gillen's speculative assertions did not support a finding that Gillen was denied a hearing before an impartial tribunal. Cf. *United States v. IBT ("Simpson")*, 931 F. Supp. 1074, 1106 (S.D.N.Y. 1996) aff'd 120 F.3d 341, 347-348 (2d Cir. 1997) (a claim of bias cannot be supported under any reasonable standard where there is a tenuous chain of inferences without any supporting evidence.); *Frye v. United Steelworkers of America*, 767 F.2d 1216, 1225 (7th Cir. 1985), cert. denied, 474 U.S. 1007 (1985) ("... charges that bias undermined the fairness of a disciplinary hearing must be supported by specific factual allegations from which the operation of bias can be inferred."); *Yager v. Carey*, 910 F. Supp. 704, 715 (D.D.C. 1995) aff'd, 1998 U.S. App. LEXIS 1984 (D.C. Cir. 1998) ("... specific factual allegations that show the panelists were incapable of hearing plaintiff's case impartially" are necessary to demonstrate an LMRDA violation) (citations omitted); *United States v. IBT ("Kikes")*, 2007 U.S. Dist. LEXIS 58972, at *14 (citing *Frye* at 767 F.2d at 1224) (allegations which are mere conclusory assertions "fall short of the 'specific factual allegations of bias' required for this Court to find a LMRDA violation.").

The cases Gillen cites in support of his claim of bias are readily distinguishable from the instant case. In *Wildberger v. American Federation of Government Employees*, 86 F.3d 1188, 1196 (D.C. Cir. 1996), the Court held that a union official was denied a fair hearing under the LMRDA when his political opponent initiated the investigation of the official, supervised the investigation, determined probable cause by bypassing a provision in the union's constitution for a committee of investigation to determine probable cause, chose the hearing panel members and rendered a final decision against the union official. *Id.* at 1196. Here, the IRB, an independent entity, conducted the investigation and recommended the charge against Gillen. Gillen did not allege, much less prove, any political animus against him by any panel member, and the IBT constitutional provision regarding the GEB's rendering a decision was followed. Thus, *Wildberger* is inapposite.

In *Bolliter v. IBT*, 735 F. Supp. 612, 619 (D.N.J. 1989), also cited by Gillen, the Court held that a hearing panel violated the LMRDA when it included both the stepson and brother of one of the charging parties. There, the Court held,

"[w]hen the plaintiff pled his case to the Local, he

⁶ Gillen submitted a July 3, 2007 article which stated Local 237 and the International Union were investigating HMO "consultant" payments received by Haynes. (Br. at Ex. B) On October 12, 2007, there was another article which stated Haynes, the former Local 237 President, "agreed to repay more than \$100,000 of funds he received from a company that manages the union's health plan." (Br. at Ex. B)

was looking into the eyes of his adversary's close family members. When Mr. Greenley, on the other hand, literally acting as a prosecutor, rose to speak, he was preaching to an assemblage of his trusted disciples, an assemblage which included his own son and brother. We do not believe that in such a situation a union member's fundamental right to a hearing before an impartial tribunal is satisfied." *Bolliter v. IBT*, 735 F. Supp. 612, 619 (D.N.J. 1989).

In *Timcher v. Piasecki*, 520 F.2d 851, 854-855 (7th Cir. 1975), on which Gillen also relied, the Court held that a hearing panel violated the LMRDA when one of the hearing panel members had been charged by the charged party in a collateral proceeding. In *Kuebler v. Cleveland Lithographers and Photoengravers Union Local 24-P*, 473 F.2d 359, 363-364 (6th Cir. 1973), also cited by Gillen, the Court held that a union member did not receive a full and fair hearing when he was tried before a Board whose membership was never divulged to him and which was essentially comprised of the same parties who had investigated the charges against him. None of the factors supporting a finding of an unfair hearing in these cases was present in the instant matter, and thus these cases do not support Gillen's position.

Here, Gillen presented no evidence of a personal conflict or political animus between him and Haynes or other evidence of bias. That Haynes may have been under investigation on an entirely separate matter does not constitute evidence that Haynes was biased against Gillen.

2. The IBT's Constitution Permitted a Hearing Panel to Conduct an Evidentiary Hearing and to Make a Recommendation to the Full GEB

Gillen argued that Article XIX, Section 4(d) of the IBT Constitution mandated that an International Officer have an evidentiary hearing before the full GEB, and it does so state.⁷ (Br. at 13-14) But, contrary to Gillen's claim, Article XIX, Section 6 of the IBT Constitution expressly allowed the General President to appoint a hearing panel to conduct an evidentiary hearing and make a written recommendation to

the full GEB for its review "[i]n a case where a trial... before the [GEB] is required"⁸ Article XIX, Section 6 of the IBT Constitution specifically allows for the appointment of a hearing panel to "act on behalf of [the GEB] in the holding of hearings and the taking of evidence" and provides that "the ultimate decision of the case, however, shall be made by the Board itself." In the instant case, three GEB members conducted the evidentiary hearing on the charge against Gillen as Article XIX, Section 6 of the IBT Constitution permitted, and, as the IBT Constitution required, the full GEB rendered a decision on the charge by a two-thirds vote.⁹

Gillen also alleged that the IBT General Counsel and the General President usurped the general authority of the GEB to interpret the IBT Constitution. (Br. at 15) Contrary to this claim, Article VI, Section 2(a) of the IBT Constitution permits the IBT General President to interpret the IBT Constitution between meetings of the GEB.¹⁰ Moreover, the GEB adopted the hearing panel's written recommendation which considered and rejected Gillen's interpretations of Article XIX, Sections 4(d) and 6 of the IBT Constitution. (Ex. E at 2-3) Thus, final interpretation was made by the GEB.

3. The Three Hearing Panel Members and the IBT General President Were Not "Involved" in the Underlying Charge Against Gillen

Gillen argued that the three hearing panel members and the IBT General President should not have participated in the GEB's deliberations on the charge against him. (Br. at 18-21) Article XIX, Section 1(a) prohibits "involved" officers and members from hearing a charge.¹¹ Gillen contended that the three GEB members who were on the hearing panel were transformed into "involved officers" because they conducted the evidentiary hearing on the charge against him. (Br. at 18-20)¹² Gillen also alleged that the General President, by filing the IRB-recommended charge against him, became "involved" and should not have participated in the GEB's deliberations. (Br. at 21) Gillen cited no IBT constitutional authority or cases decided under the Consent Order for those propositions. The cases Gillen does cite, *Kiepora v. Local Union 1091, United*

7 Article XIX, Section 4(d) of the IBT Constitution states: "Trial of an elective International Officer shall be only before the General Executive Board at such time and place as fixed by the General Executive Board. The officer charged shall be found guilty only on a two-thirds (2/3) vote of the uninvolved members of the General Executive Board who have heard the charges...."

8 Article XIX, Section 6 of the IBT Constitution states: "In a case where a trial... before the General Executive Board... is required under the provisions of this Constitution, such Board or the General President... may have such trial... conducted before a panel appointed by the General President.... Such panel shall consist of one or more uninvolved members and shall act on behalf of such Board in the holding of hearings and the taking of evidence. No member of the hearing panel or of the Board who is involved in the charges shall participate in deciding any aspect of the case, as prohibited by Section 1 of this Article.... The panel shall make a full report in writing to the Board, including findings and recommendations for disciplinary action, if any. The ultimate decision of the case, however, shall be made by the Board itself."

9 Gillen dismissed Article XIX, Section 6 by claiming that the rules of statutory construction require that a specific provision in a Constitution or a body of laws control over a general one. (Br. at 16-17) However, there was no need to rely on rules of statutory construction as there is neither ambiguity nor conflict between the provisions of Article XIX, Sections 4(d) and 6 of the IBT Constitution.

10 Article VI, Section 2(a) of the IBT Constitution states: "The General President shall have authority to interpret the Constitution and the laws of the International Union, including the authority to interpret the Bylaws of subordinate bodies, and to decide all questions of law thereunder between meetings of the General Executive Board...."

11 Article XIX, Section 1(a) of the IBT Constitution states: "... In no event shall any involved officer or member serve on a hearing panel, participate in the selection of a substitute member of a hearing panel, or participate in the decision making process of the trial body. This prohibition shall apply to any proceeding conducted under Article XIX or any other Article of this Constitution."

12 Gillen argued that the panel members became "involved" in the proceedings when they made proposed recommendations of fact and conclusions to the ultimate decision makers. As such, Gillen contended that the panel members were ineligible to vote on the charge. (Br. at 19) Gillen claimed that the panel members became "involved" members, who had already "made up their minds prior to the trial." Gillen argued that the panel members' presence and participation in the GEB vote was inappropriate because he alleged that these panel members sought only to defend their decision and were not "neutral fact finders." (Br. at 19)

Steel Workers of America, 358 F. Supp. 987, 991-92 (N.D. 111. 1973) and *Rosario v. Amalgamated Ladies Garment Cutters' Union, Local 10, I.G.L.U.*, 441 F. Supp. 657, 662-64, (S.D.N.Y. 1977) *aff'd in part, rev'd in part on other grounds*, 605 F.2d 1228 (2d Cir. 1979), *cert. denied*, 446 U.S. 919 (1980), are both distinguishable from the instant matter. In *Kiepora*, the Court held that a union member and candidate for union office was not afforded a fair hearing when the union official who initiated the charges against the member later participated as one of the hearing panel members and appointed the hearing panel. *Id.* at 991-992. In *Rosario*, the Court held that three union members did not receive a fair hearing under the LMRDA when the union official who brought the charges against the union members participated as the Chairman of the Executive Board in hearing and deciding the charge. *Id.* at 662. When the union members were granted a second trial, the Court found they were again denied a fair hearing when many of the board members who had participated in the first trial sat as board members in the second trial. *Id.* at 663. Because of these significant factual distinctions, the cases Gillen cites do not support his position.

In *United States v. IBT ("Boggia")*, 167 F.3d 113, 119 (2d Cir. 1999), which involved another disciplinary proceeding under the Consent Order, the Court of Appeals held that there was no violation of the LMRDA when a union member was tried by two separate panels on the same charges and the then-IBT General President reviewed and adopted both hearing panel decisions. Similarly in *Wildberger*, 86 F.3d at 1195, where, as here, the President screened the charge, the Court held that "[t]he fact that the [union] President makes the initial probable cause determination, therefore, does not mean that, after reviewing all the evidence and the recommendation of an impartial trial committee he cannot fairly make the ultimate decision." In *Wildberger*, "significant danger of bias" occurred only when it was shown that the President - who had initiated the investigation against the charged party, appointed a panel to hear the charge, and also deliberated on this charge - had been a former political adversary of the charged party who had openly criticized him on many occasions. *Id.* at 1194-1196. As noted above, none of the facts the *Wildberger* Court found to constitute "danger of bias" is present here.

More applicable to the present facts is the Supreme Court's holding that "[i]t is also very typical for the members of administrative agencies to receive the results of investigations, to approve the filing of charges or formal complaints instituting enforcement proceedings, and then to participate

in the ensuing hearings. This mode of procedure does not violate the Administrative Procedure Act, and it does not violate due process of law." *Withrow, et al. v. Larkin*, 431 U.S. 35, 56 (1975). Similarly, in *Sawyer v. American Federation of Government Employees*, 150 F.3d 31, 36 (2d Cir. 1999), the Court dismissed claims that the LMRDA has been violated where the union President's "acts were in the course of duty and did not arise from any circumstances indicating bias." Here, General President Hoffa was presented with an IRB-recommended charge and supporting evidence. He was not the impetus behind the charge and had no involvement in the investigation. He merely made the administrative decision there were sufficient grounds on which to file the IRB-recommended charge.

Finally, Gillen offered various statements contained in a hearsay declaration of his counsel in order to support his claim of improprieties during the GEB's deliberations. According to Gillen's counsel's declaration, two GEB members improperly voted on the charge against Gillen because they did not participate in the GEB conference call during which the charge against Gillen was considered. (Br. at 21-22). Gillen's counsel stated that two GEB members voted on Gillen's charge after the conference call because they had been traveling and were unable to be present for the conference call. (Br. Attachment 1 at 3-5). According to the declaration, an anonymous source stated that if the two GEB members had not been polled later, the GEB would not have reached the requisite two-thirds vote to adopt the hearing panel's decision and recommendations. (Br. at 22). Gillen's counsel's declaration did not contain any facts that tended to show these two GEB members had been improperly excluded from the vote. Counsel's declaration stated it was based upon information provided from an anonymous GEB member, and the declaration was unsworn. (Br. Attachment 1)

Gillen argued that under Article XXV of the IBT Constitution, the GEB members must either be present or simultaneously responding to a telephone poll in order to vote. (Br. at 22-23).¹³ According to Gillen, because two members of the GEB were called after the vote on the conference call was taken, their votes were improper. (Br. at 22)

Article IX, Section 6 of the IBT Constitution, however, provides that when acting by telephone poll, all GEB members must be polled and does not mandate that GEB members must be simultaneously polled.¹⁴ Thus, even considering Gillen's counsel's unsworn hearsay declaration, there was no violation.

13 Article XXV of the IBT Constitution states: "Unless specifically provided otherwise, wherever this Constitution provides for action by the Executive Board of the International Union ... the words 'Executive Board' shall mean 'a majority of the members of the Executive Board present and voting at a duly called meeting at which a majority of the members of the Executive Board is present or responding to a telephone or electronic poll.' Actions approved by the poll must be recorded in the minutes of the Executive Board and ratified by a majority of the members of the Executive Board at its next meeting."

14 Article IX, Section 6 of the IBT Constitution provides: "In all matters requiring action by the General Executive Board, and when the General Executive Board is not in formal session, the General Executive Board may act by telegram, letter, TITAN communications, electronic mail, or long distance telephone. When the General President requires action by the General Executive Board, he may obtain the same by telegraphing, writing, TITAN or electronic mailing, or telephoning to the members of the General Executive Board, and such members may take action on the matter; provided, however, that whenever action is sought, all members of the General Executive Board shall be polled. Such action so taken by a majority of the members of the General Executive Board shall constitute action of the General Executive Board as though the General Executive Board were in formal session; provided, however, that any such action shall be confirmed at the next formal session of the General Executive Board."

4. Gillen Received a Full and Fair Hearing

In any event, in reviewing the fairness of the hearing procedures under the LMRDA, even in instances where there was a violation of a provision of a union's constitution, "[a] violation of a procedural provision of a union's constitution is actionable only if the violation deprived the party of a full and fair hearing under the LMRDA." *United States v. IBT ("Carey and Hamilton")*, 247 F.3d 370 (2d Cir. 2001); see *Yager v. Carey*, 910 F. Supp. 704, 712-13 (D.D.C. 1995) *aff'd*, 1998 U.S. App. LEXIS 1984 (D.C. Cir. 1998). Here, Gillen was provided with advance notice of the hearing date, written notice of the charge against him, and documentary evidence supporting the charge. See IRB Exs. C, D; see also *Carey & Hamilton Discipline*, 22 F. Supp. 2d at 143. At the panel hearing, Gillen was represented by counsel and presented witnesses and evidence in his defense. See IRB Ex. D; *Carey & Hamilton Discipline*, 22 F. Supp. 2d at 143. Accordingly, Gillen cannot demonstrate he did not receive a full and fair hearing and thus that his disciplinary proceedings violated the LMRDA.

III. THE IRB'S DETERMINATION OF SANCTION

Gillen challenges the three-year suspension from membership and five-year bar from holding IBT office or employment as "extreme." Gillen Objections, at 26-27. Specifically, he claims that the hearing panel relied on cases involving "individuals who were guilty of multiple charges far more extensive than the single charge of failure to cooperate with the IRB." *Id.*, at 26. For the reasons set out below, Gillen's arguments are without merit.

It is well established that a "district court reviews penalties imposed by the IBT in accordance with the Consent Decree under an 'arbitrary and capricious' standard." *Boggia*, 167 F.3d at 120. In reviewing IRB sanctions, this Court asks only whether the sanction imposed represents an "allowable judgment" in the choice of the remedy. *United States v. IBT ("Wilson, Dickens, Weber")*, 978 F.2d 68, 73 (2d Cir. 1992) (citation omitted). "[T]he reviewing court should not overturn the... choice of sanctions unless it finds the penalty unwarranted in law or without justification in fact." *Simpson*, 120 F.3d at 348 (citing *Wilson, Dickens, Weber*, 978 F.2d at 73); see also *United States v. IBT ("Bane")*, No. 88 Civ. 4486 (LAP), 2002 WL 654128, AT *16 (S.D.N.Y. 2002) ("The relevant inquiry with respect to an IRB sanction is not whether the Court agrees or disagrees with it but rather is limited to whether the IRB made an allowable judgment in its choice of remedy.") (citation omitted), *aff'd*, 59 Fed. Appx. 424 (2d Cir. Mar. 13, 2003). Given that the IBT Constitution specifically provides for suspension from membership and a bar on holding office as appropriate disciplinary sanctions, see Article XIX, Section 10(a), the sanction imposed on Gillen is an allowable judgment.

Moreover, Gillen errs in his attempt to compare his sanction to those issued to other IBT members. As this Court has held, "it is well established that sanctions given in other cases are not relevant to the Court's inquiry as to whether a

particular sanction is unwarranted or without justification." *Bane*, 2002 WL 654128, at *16 (citing *United States v. IBT ("Giacumbo")*, 170 F.3d 136, 144 (2d Cir. 1999) ("Uneven application of sanctions does not normally render the sanction imposed in a particular case arbitrary and capricious.")); *Kikes*, 2007 WL 2319129, at *4 (same); see also *United States v. IBT ("Sansone")*, 981 F.2d 1362, 1372 (2d Cir. 1992) ("the apparent discrepancy between the penalty imposed here and those imposed in other cases does not inexorably compel the conclusion that the Independent Administrator acted arbitrarily and capriciously"); *Carey & Hamilton Discipline*, 22 F. Supp. 2d at 142 ("Even assuming that Carey could demonstrate some discrepancy between the penalty imposed upon him and the penalties imposed in prior proceedings, it is in the province of the IRB to determine the appropriate punishment in each proceeding.") In any event, other IBT members, including Michael Bane, have been permanently barred from the IBT for lying about their knowing association with members of organized crime or with a barred member.

Finally, Gillen's challenge to the sanction imposed for his false testimony is especially unwarranted in light of the consideration given by the IBT to mitigating factors in his favor. As set forth in the hearing panel's Report and Recommendation, the IBT considered factors such as Gillen's long history of service with the union and the nature of his contacts with the barred party in its consideration of an appropriate penalty. See IRB Ex. E, at 14-15.

CONCLUSION

For the reasons set out above, Application 128 is granted, and the IRB's "not inadequate" finding with respect to the charge against Francis J. Gillen is upheld.

SO ORDERED:

Dated: July 14, 2008

Loretta A. Preska

LORETTA A. PRESKA, U.S.D.J.

REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Benjamin R. Civiletti

Joseph E. diGenova

William H. Webster

DATED: September 15, 2008

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Report Number 5 for the year 2008 to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have currently come before us, including a new report and the progress of existing charges about which we have previously informed you.

II. NEW REPORT

A. WILLIAM A. MOORE - LOCAL 696, TOPEKA, KANSAS

On September 15, 2008, the IRB issued an Investigative Report to General President Hoffa concerning William A. Moore, International Representative, Secretary-Treasurer of the Missouri-Kansas-Nebraska Conference, and President of Local 696. The report recommended that Mr. Moore be charged with failing to cooperate with the IRB during his sworn examination on May 26, 2004, when he gave intentionally false testimony concerning the last time he had seen permanently barred IBT member Dane Passo. Mr. Hoffa was given 90 days within which to file the charge, hold a hearing and forward a final written report to the IRB.

III. PROGRESS OF EXISTING CHARGES

A. DON HAHS - BLET HEADQUARTERS, CLEVELAND, OHIO

We have previously informed you that Don Hahs, an officer of the Brotherhood of Locomotive Engineers and Trainmen (BLET), a Division of the Teamsters Rail Conference, allegedly violated his fiduciary duties to the BLET and its members, embezzled and converted BLET funds and property to his own use and the use of others, and brought reproach upon the IBT while President of the BLET by embezzling over \$58,000 from the BLET.

After an IBT panel hearing, Mr. Hoffa issued his decision removing Mr. Hahs from his current position in the BLET until his current term of office has expired in 2010, suspending him from membership in the BLET and the IBT for a period of one year, and requiring payment of a fine of \$44,963.97.

On May 13, 2008, the IRB notified Mr. Hoffa and Mr. Hahs that it found the IBT decision to be not inadequate. The IRB then made Application 131 to the district court for

Judge Preska's review. The matter is with Judge Preska.

B. ISAAC NIKO - LOCAL 85, SAN FRANCISCO, CALIFORNIA

In the last issue of the *Teamster* magazine we reported that Local 85 member Isaac Niko allegedly brought reproach upon the IBT by assaulting a Local 85 member outside Local 85's union hiring hall on February 15, 2008. In addition, the report recommended that he be charged with assaulting another Local 85 member while they were working at the Moscone Convention Center in 2006. Mr. Hoffa filed the charges, a panel was appointed to hear the charges, and a hearing was held.

On August 19, 2008, Mr. Hoffa suspended Mr. Niko from membership in Local 85, the IBT and all other IBT affiliates for a period of one year and from eligibility for job referrals from the Local Union's hiring hall during his suspension. At the end of his suspension, Mr. Niko must pay a fine to the IBT of \$2,500.00 and a fine to the Teamsters Benefit Trust Fund of \$1,000.00 to offset the Fund's payments for medical treatment received by the Local 85 member assaulted on February 15, 2008. The IRB has the matter under consideration.

C. FRANCIS J. GILLEN - LOCAL 500, PHILADELPHIA, PENNSYLVANIA

We have previously informed you that Francis (Frank) J. Gillen allegedly brought reproach upon the IBT and failed to cooperate with the IRB while International Vice President, Joint Council 53 President, Pennsylvania Conference of Teamsters President and Local 500 President, when during his sworn examination on February 1, 2007, he gave intentionally false testimony concerning his association with permanently barred member Thomas Ryan. In his sworn testimony he lied about his numerous contacts with Ryan after Ryan was barred.

On August 3, 2007, Mr. Gillen was barred by Mr. Hoffa from holding office for five years and from membership in the IBT for three years. The IRB found the decision to be not inadequate and made Application 128 to Judge Preska. Judge Preska granted the IRB's application and upheld the IRB's not-inadequate finding. Judge Preska's Order is printed in this issue of the magazine. On August 11, 2008, Mr. Gillen appealed to the United States Court of Appeals from Judge Preska's Order.

D. ROBERT A. HOGAN - LOCAL 714, BERWYN, ILLINOIS

We have previously informed you that Robert A. Hogan, Joint Council 25 Vice President and Local 714 Secretary-Treasurer, allegedly failed to act appropriately after he created a situation likely to result in a violation of the Consent Order when he rehired Robert Riley to work at Local 714 and failed to take any action to prevent, and, after learning, to address Mr. Riley's ongoing contact with William T. Hogan, Jr., a prohibited person under the Consent Order.

The IRB held a hearing on April 2, 2008, and while the IRB was in the process of issuing a decision, the IRB

received an agreement between Mr. Hogan and the IRB. Mr. Hogan agreed to permanently resign all positions with Local 714 and Joint Council 25 and for a period of two years he would not hold any officer position with the IBT or any IBT affiliated entity. He further agreed not to be an officer or employee of Local 727 for five years. On July 31, 2008, the IRB made Application 133 to Judge Preska for review of the agreement. The matter is with Judge Preska.

E. LOCAL 714 - BERWYN, ILLINOIS

We have previously informed you that the IRB recommended to General President Hoffa that Local 714 be placed in trusteeship. The report concluded that the Local was being conducted in a manner to jeopardize the interests of the Local, the Local was not being run for the benefit of the members, and at five Local 714 employers the Local failed to perform duties of a bargaining representative. By failing to perform the duties of a collective bargaining representative at five companies, there were non-union workers performing bargaining unit work. The Local acquiesced in the employers' use of the non-union workers for whom no dues were paid to the Local and no employer benefit fund contributions were made.

To determine whether a trusteeship should be continued, a hearing was held on August 4, 2008, and documents from the hearing are under review by the IBT.

F. CHRIS LANSER - LOCAL 813, LONG ISLAND CITY, NEW YORK

In the last issue of the *Teamster* magazine we reported that Local 813 member Chris Lanser allegedly brought reproach upon the IBT by failing to appear for his scheduled in-person sworn examination. Local 813 filed the charge and a scheduled hearing was canceled when Mr. Lanser signed an agreement in which he agreed to permanently resign from the IBT and Local 813. The IRB found the agreement serves to resolve the matter. On September 2, 2008, Judge Preska approved the agreement.

IV. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received approximately 75 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system recording hotline calls is located in a cipher-locked IRB room on a dedicated line and accessed by IRB staff only. It is not manned by an investigator; however, the recorded information if complete and within IRB jurisdiction is forwarded directly to the Investigations Office.

Please continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling

from within Washington, DC, dial 202-434-8085.

V. CONCLUSION

As always, our task is to ensure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports and also through use of the website at www.irbcases.org.

If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above, use the IRB facsimile number 202-434-8084, or write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator
17 Battery Place, Suite 331
New York, NY 10004

Independent Review Board
444 North Capitol Street, N.W.
Suite 528
Washington, DC 20001

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Prescription Drug Program



Open Enrollment Period Begins November 15, 2008!



The International Brotherhood of Teamsters is proud to announce the open enrollment period for the TEAMStar Medicare Part D Program. This annual open enrollment period will begin on November 15, 2008 and end on December 31, 2008.

Teamster retirees and spouses who are currently enrolled in Medicare Parts A and/or B qualify for TEAMStar Medicare Part D coverage. Enrollment packets will be arriving in the mail soon. If you didn't receive an enrollment packet or need another one, please call us and we will send you one. Don't wait! The open enrollment period is for a limited time.

Enjoy the following TEAMStar Part D Program benefits:

- Competitive group rates – not available to the general public
- Comprehensive drug coverage and pharmacy network
- Coverage options – two affordable plans to choose from; one offers coverage through the "donut hole"
- No annual deductible – plan begins paying immediately

**To get additional information or
an enrollment packet, visit our website
at www.teamstarpartd.com or call 1-866-524-4173.**

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Teamster.org



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